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VOCATIONAL EDUCATION  
AND TRAINING IN EUROPE

LUXEMBOURG

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SYSTEM DESCRIPTION



VET IN EUROPE 2023

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## CHAPTER 1.

# Summary of main elements and distinctive features of VET

### Summary of main elements

Luxembourg's vocational education and training (VET) system is centralised. The Ministry of National Education, Children and Youth is responsible for initial VET; higher VET is under the responsibility of the Ministry of Research and Higher Education. The dual system is an important feature of secondary VET, with strong links between school- and work-based learning.

Secondary VET prepares learners for professional life and studies in higher education. 3-year pre-VET programmes provide 12-to-14-year-olds with general and practical knowledge based on learning outcomes and guidance. Afterwards, learners can pursue a professional qualification through the following programmes:

- vocational 3-year programmes with apprenticeships at their core, comprising modules of general education and vocational theory and practice, and combining learning at school and in an enterprise under the guidance of a supervisor. Two types of programmes are offered, leading to:
  - the vocational capacity certificate (CCP), which attests holders semi-skilled worker skills and is designed for learners less likely to cope with other programmes. Basic vocational training includes practical training, and graduates can continue to the last year of DAP in the same field;
  - the vocational aptitude diploma (DAP), which provides access to the labour market as a skilled worker. DAP holders can be admitted to specific DT technician programmes or can prepare for a master craftsperson certificate. If they complete preparatory modules, they can also pursue higher technical studies;
- technician 4-year programmes are school-based and include a job placement of at least 12 weeks; some programmes are carried out under an apprenticeship contract. Technician programmes offer in-depth and diversified competences and more general education than DAP programmes. They aim at a high professional level, leading to a technician diploma (DT). Graduates can enrol in the third year of a technical (ESG) programme or, after completing preparatory modules, pursue higher technical studies.

At upper secondary level, there are also general and technical 4-5-year school-based programmes, leading to the technical secondary school leaving diploma (DFESG) in different fields: administrative and commercial, general technical, arts, health and social professions, hotel management and tourism. The curriculum includes general and technical education. Graduates can enter the labour market or continue with higher education. In the national context these are not regarded as VET programmes.

Following amendment of the Education Law in 2017, general secondary education is nationally referred to as classical secondary education (ESC) while technical secondary is referred to as general secondary education (ESG).

At tertiary level, VET is offered as short-cycle (2-year) studies leading to a higher technician certificate (BTS). Depending on the field, graduates can continue with bachelor studies. Bachelor's programmes (ISCED level 6) are open to persons holding a general or technical secondary education diploma or a technician's diploma (supplemented by optional modules) in the field of study. Some programmes may have a professional dimension (ISCED 655), combining

academic teaching, applied courses, work placements and/or case studies. However, the qualifications awarded do not indicate the orientation of the programme. Bachelor's programmes last six semesters, including one semester of compulsory mobility abroad.

All adults have access to formal and non-formal learning, as well as guidance services. Training leave and other incentives promote continuing VET (CVET) participation. There are financial incentives for companies, such as joint funding arrangements and support for language learning. Training is provided by the State, municipalities, professional chambers, sectoral organisations, private training centres and other organisations. The public employment service organises vocational training for upskilling or reskilling of jobseekers. Non-regulated CVET often leads to sectoral rather than formal qualifications.

### **Distinctive features**

Social partner involvement is a core principle in VET policy. The professional chambers act as independent policy institutes; they are represented in the tripartite advisory committee on vocational training and consulted on VET legislation. They are involved in developing and revising VET programmes and curricula and accompany enterprises and apprentices through practical training and organise CVET.

Teaching in vocational programmes is based on modules with defined learning outcomes related to concrete professional situations.

Learners have an opportunity to follow cross-border apprenticeship to acquire qualifications for which school training cannot be provided due to the small number of learners. Practical training in a company based in Luxembourg is combined with learning at school in one of the neighbouring countries.

Close ties with neighbouring countries, multilingualism in all spheres of life, and the high share of foreign citizens with a mother tongue other than one of the three official languages have a strong impact on VET. Luxembourg provides more language training than any other country, in terms of both the number of foreign languages studied per learner and time spent in learning. Multilingualism is a strength but also a challenge for learning outcomes. In response to the multilingual demography, English, French and Luxembourgish teaching languages are offered throughout education levels and so apply also to VET programmes.

## CHAPTER 2.

# Main challenges and policy responses

Recognising the dynamic nature of the labour market and the ever-changing skill demands, the Ministry of Education aims to bridge the gap between education and employment. This involves finely tuning vocational curricula to address skills shortages resulting from demographic change and rapidly evolving skills requirements, and to equip the labour force with skills to ensure both the digital and green transitions.

Luxembourg is currently developing a [National Skills Strategy](#), supported by an OECD-led study, in a whole-of-government approach and consultation with all relevant stakeholders. Four priority areas to further improve Luxembourg's skills CVET system have been identified:

- providing labour-market relevant adult learning opportunities;
- guiding and incentivising skills choices;
- attracting and retaining foreign talent to fill skills shortages in Luxembourg;
- strengthening the governance of skills data.

The improvement of data governance is also a priority for IVET, including sectorial skill analyses and a stronger use of data-based evidence on labour market skills demand with the objective to efficiently inform demand for IVET curricula update or new programmes.

The Ministry of Education continues its strategy to introduce small supplementary certifications in demand on the labour market for IVET learners to complement existing curricula and equip learners with skills to master the green transition.

Additionally, the ministry is implementing the EQAVET framework and, specifically for apprenticeships, the European Framework for Quality and Effective Apprenticeships.

## CHAPTER 3.

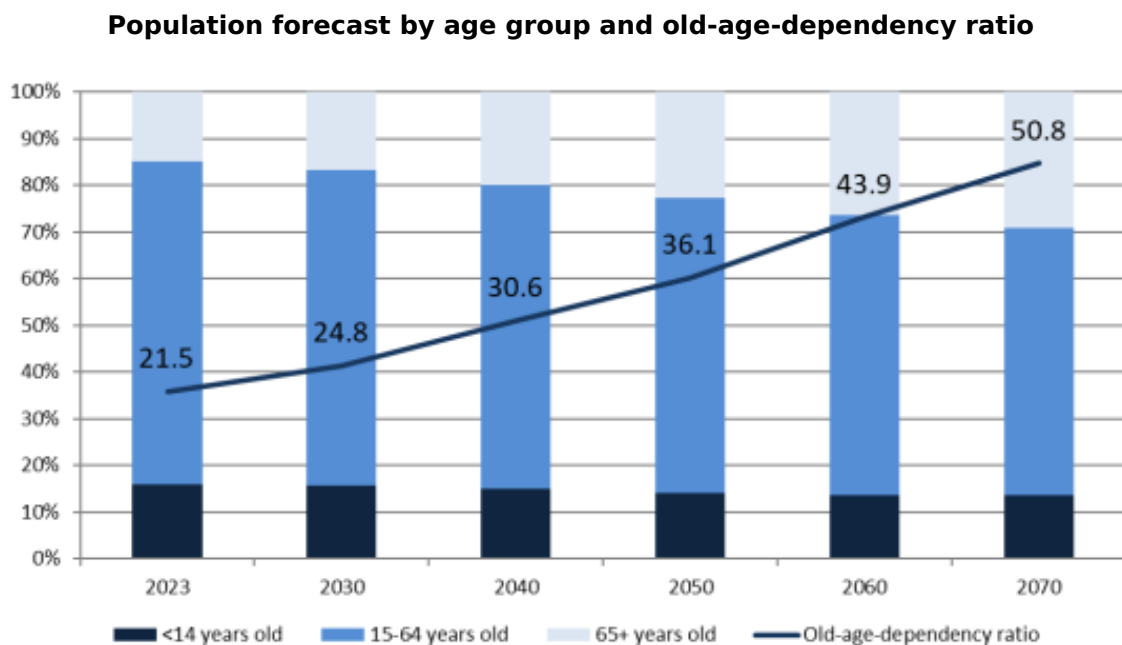
# External factors influencing VET

## 3.1 Demographics

Population in 2023: 660 809 (1).

It has increased by 11.9% since 2017 and by 71.9% since 1991 (2). Luxembourg's population growth is mainly due to immigration, as the natural balance is relatively low.

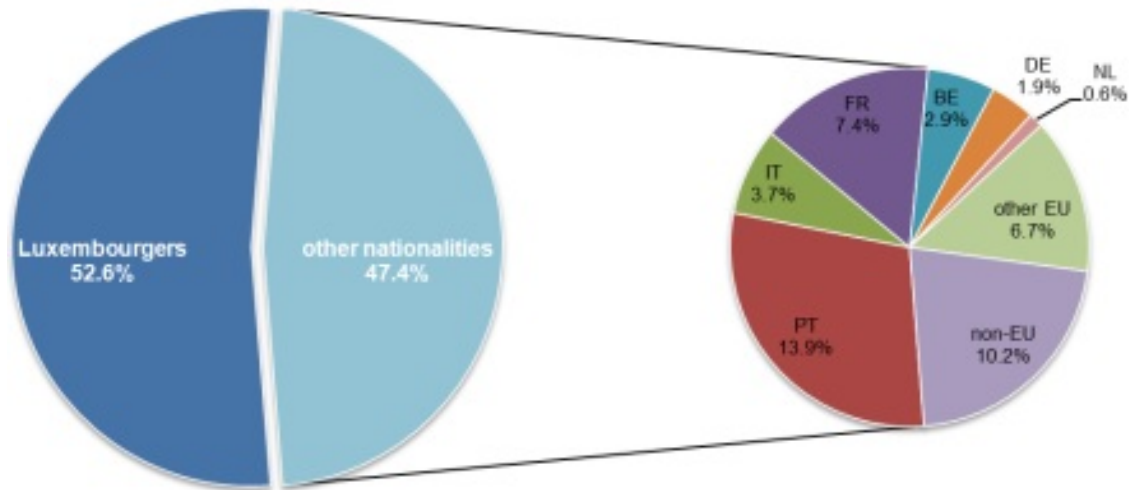
As in many other EU countries, the population is ageing. The old-age dependency ratio (3) is expected to increase from 21.5 in 2023 to 50.8 in 2070. Demographic changes may have an impact on VET offer and organisation.



Source: Eurostat, proj\_23ndbi [extracted 15.10.2023].

The share of foreigners in Luxembourg's total population is steadily growing. The figure below shows that 47.4% of the country's population are foreign citizens (4). Their share has more than doubled in the past 25 years. In the first half of the 1960s, most of the immigrants came from Italy. However, since 1966, the immigrant population from Portugal increased from 1 100 to 82 400 in 2011 (5) and became the largest in the country. In 2023, the Portuguese community was 92 101 inhabitants (13.9%). The share of citizens from non-EU countries has slightly increased between 2021 and 2023 (from 8.7% to 10.2%).

**Population structure by nationality - 2023 (%)**



Source: [Statec 2023- Table b1101](#) [extracted 20.7.2023].

The share of the population with a foreign nationality and a mother tongue other than the official German, French and Luxembourgish languages is high. Multilingualism is one of the country's strengths, but it is also a challenge for education and training. The high share of foreign nationals requires education and training and labour market integration policies.

The Ministry of Education has a dedicated service for the schooling of children with a foreign language background, the School Integration and Welcoming Service (*Service de l'intégration et de l'accueil scolaires*, SIA). It is dedicated to welcoming families who have recently arrived in Luxembourg. It offers information and counselling for the pupils and their parents on all questions related to the Luxembourgish school offer and monitors their progress for two years.

## 3.2 Economics

The economy has undergone structural changes in the past two decades (see figure below). The industrial economy continues to evolve into a service economy with jobs that often require tertiary level qualifications. Employment in the industrial sector decreased from 14.0% in 2002 to 8.1% in 2022. The professional, scientific and technical sectors and the administrative and support service sectors have had the highest growth, from 11.7% to 17.0%. In 2022, more than 40% of employment was concentrated in the following sectors:

- wholesale and retail trade;

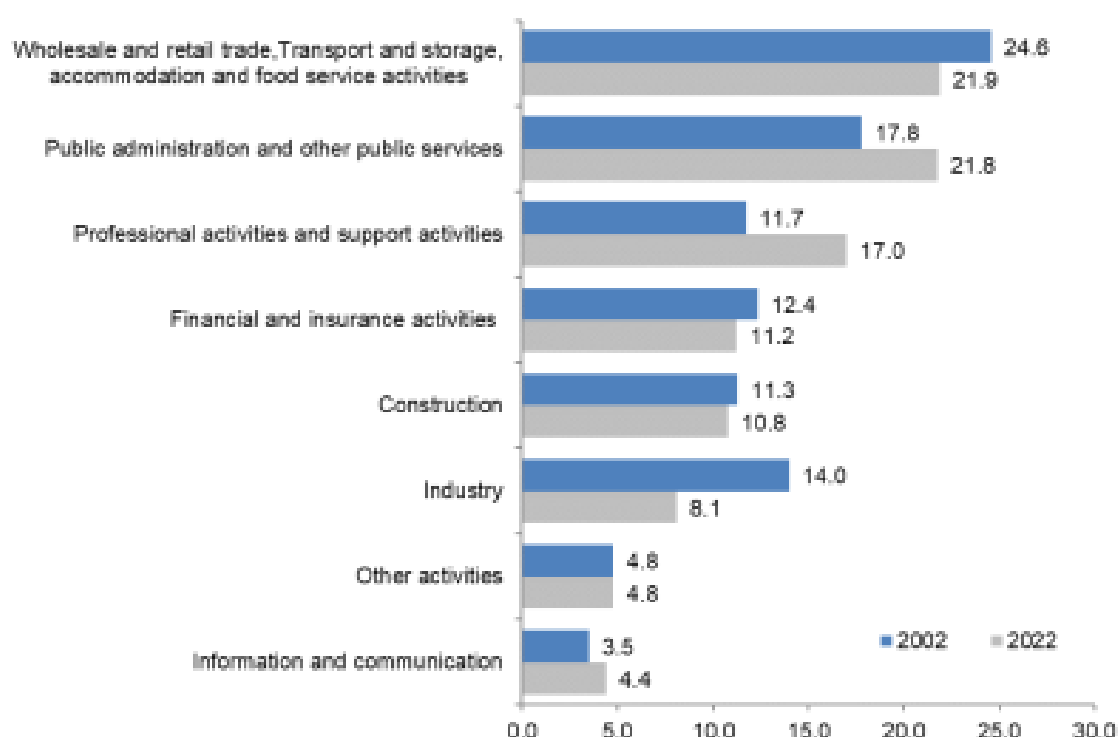


- transport and storage;
- accommodation and food service activities;
- public administration and other public services.

Adapting VET provision to the constantly changing employment structure has been a challenge. The development of ICT and new technologies has a real impact on employee skills requirements. Companies need to reskill and upskill their employees if they want to adjust appropriately.

Public administration includes civil servants and public employees from the State (including teachers) and municipalities and permanent staff from national railways.

**Employment by activity sector in 2002 and 2022 (%)**



Source: Statec 2023 Table -B3003 Emploi salarié intérieur par branche d'activité - données désaisonnalisées 2002-22

### 3.3 Labour market

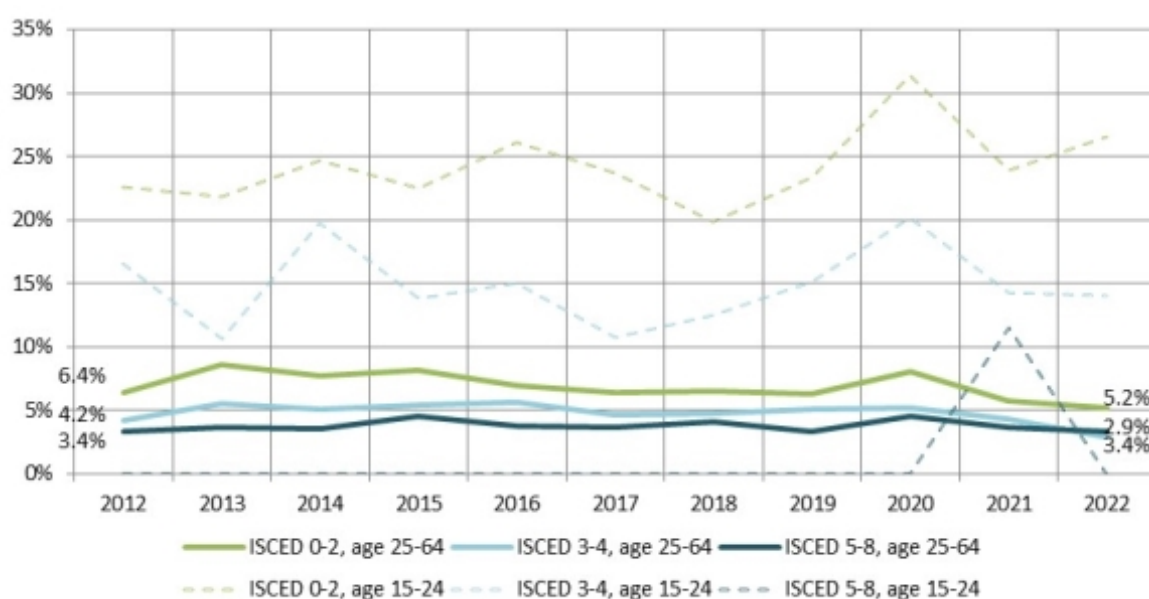
Access to craft and commercial activities and some liberal professions is regulated.

Commercial activities and skilled craftsmanship in the territory require a business permit, issued if the manager satisfies requirements on qualification and professional integrity. Qualification requirements for skilled craftspeople companies differ depending on the trade. For main craft trades, such as baker/confectioner, dental technician, or specialist in mechatronics, the manager must have a master craftsman certificate (*Brevet de maîtrise*) or a bachelor's degree (if not

linked to the core business it should be complemented with at least 2 years of professional experience), or a vocational aptitude diploma (*diplôme d'aptitude professionnelle*, DAP) complemented with a managing experience of 6 years in the field. For secondary craft trades such as dry-cleaner/laundrer or heating mechanic, the manager must have a DAP or similar in a related field or 3 years of professional experience in the activity.

Total unemployment (6) (2022): 3.6% (5.4% in EU-27). It has decreased compared to its level in 2018 (4.9%) (7).

**Unemployment rate (aged 15-24 and 25-64) by education attainment level in 2012-22 (8)**



NB: data based on ISCED 2011; breaks in time series; low reliability for ISCED 3-4 and 5-8, age 15-24, no data available for ISCED 5-8, age 15-24, before 2021

ISCED 0-2 = less than primary, primary and lower secondary education

ISCED 3-4 = upper secondary and post-secondary non-tertiary education

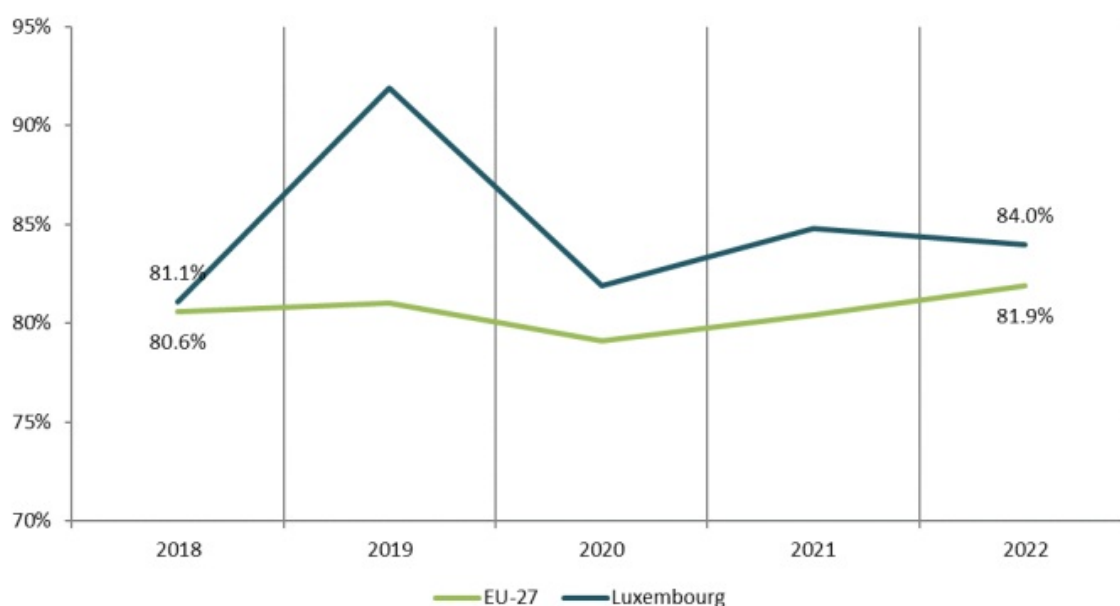
ISCED 5-8 = tertiary education

Source: Eurostat, Ifsa\_urgaed [extracted 15.10.2023].

From 2012 to 2022, unemployment differed between those with low- and high-level qualifications for the age group 25-64. In 2022, it was the lowest for graduates at ISCED levels 3-4 (2.9%) and highest for those at ISCED level 0-2 (5.2%). Between 2012 and 2022, the unemployment rate of the age group 25-64 decreased by 1.3 percentage points (pp.) for ISCED levels 3-4, remaining relatively stable with some minor fluctuations for those with qualifications at ISCED levels 5-8.

In contrast, the age group 15-24 faced a much higher risk of unemployment during those years (2012-22), especially those having only ISCED level 0-2 who suffered unemployment with an unemployment rate varying between 31.4% and 19.9% (9).

### Employment rate of VET graduates (20 to 34 years old, ISCED levels 3 and 4)



NB: Data based on ISCED 2011; breaks in time series. Time series must be considered with caution due to the small number of observations taken into account.

ISCED 3-4 = upper secondary and post-secondary non-tertiary education

Source: Eurostat, edat\_ifse\_24 [extracted 12.6.2023].

The employment rate of 20-34-year-old VET graduates is high and varied between 81.1% and 91.9% during 2018-22. Despite its trend variations, between 2018 and 2022, the rate remained higher than the EU average.

The employment rate of all graduates aged 20 to 34 was 83.7% in 2018 and increased by 3.2 pp. to 86.9% in 2022 (10). In 2018 and 2022, the employment rate of VET graduates was below that of all graduates.

[1] NB: Data for population as of 1 January; [Luxembourg's demography in figures](#) [extracted 20.7.2023].

[2] NB: Data for population as of 1 January; [Statec table B1101](#) [extracted 20.7.2023].

[3] Old-age-dependency ratio is defined as the ratio between the number of persons aged 65 and more over the number of working-age persons (15-64). The value is expressed per 100 persons of working age (15-64).

[4] Foreign citizens residing in Luxembourg can obtain Luxembourgish nationality by naturalisation. Legislation requires them to attend citizenship training and to pass an oral Luxembourgish language exam.

[5] The latest population census available from 2011.

[6] Percentage of active population, 25 to 74 years old.

[7] Eurostat table tps00203 [extracted 12.6.2023].

[8] Time series for the 15-24 group must be considered with caution due to the small

number of observations taken into account.

- [9] Time series for the 15-24 group must be considered with caution due to the small number of observations taken into account.
- [10] NB: Break in series. Eurostat table edat\_ifse\_24 [extracted 16.10.2023].

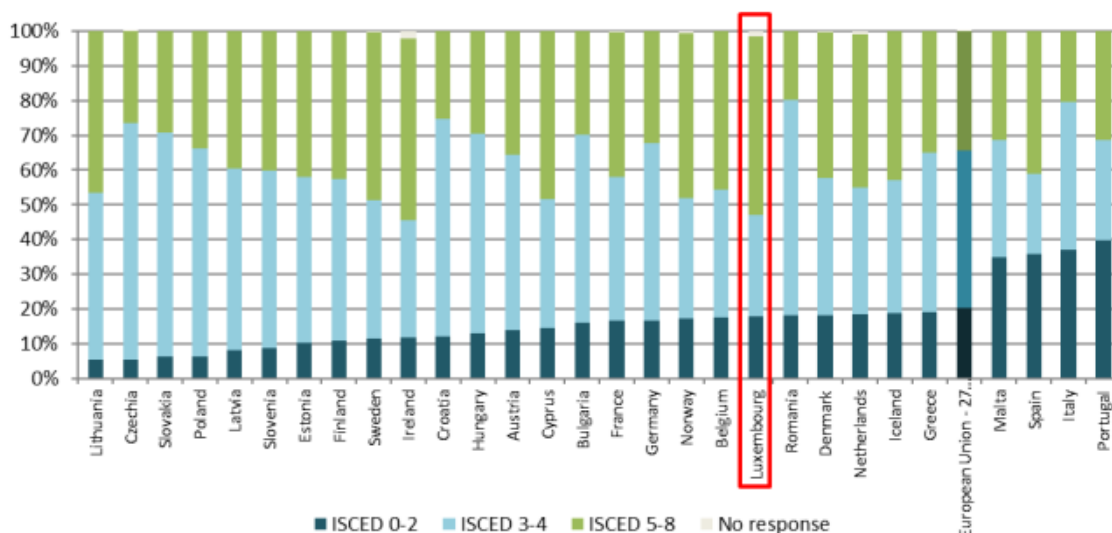
## CHAPTER 4.

# Education attainment

## 4.1 Share of high, medium and low level qualifications

Among the working population aged 25-64, 51.4% had ISCED level 5-8, above the EU-27 average of 34.2%, but only 28.9% had ISCED level 3-4, 16.3 pp. below the EU-27 level. 18.1% of the population had a low or no qualification (ISCED 0-2), 2.4 pp. below the EU-27 level.

**Population (aged 25 to 64) by highest education level attained in 2022**



NB: Data based on ISCED 2011. Low reliability for 'No response' in Czechia and Latvia

ISCED 0-2 = less than primary, primary and lower secondary education

ISCED 3-4 = upper secondary and post-secondary non-tertiary education

ISCED 5-8 = tertiary education

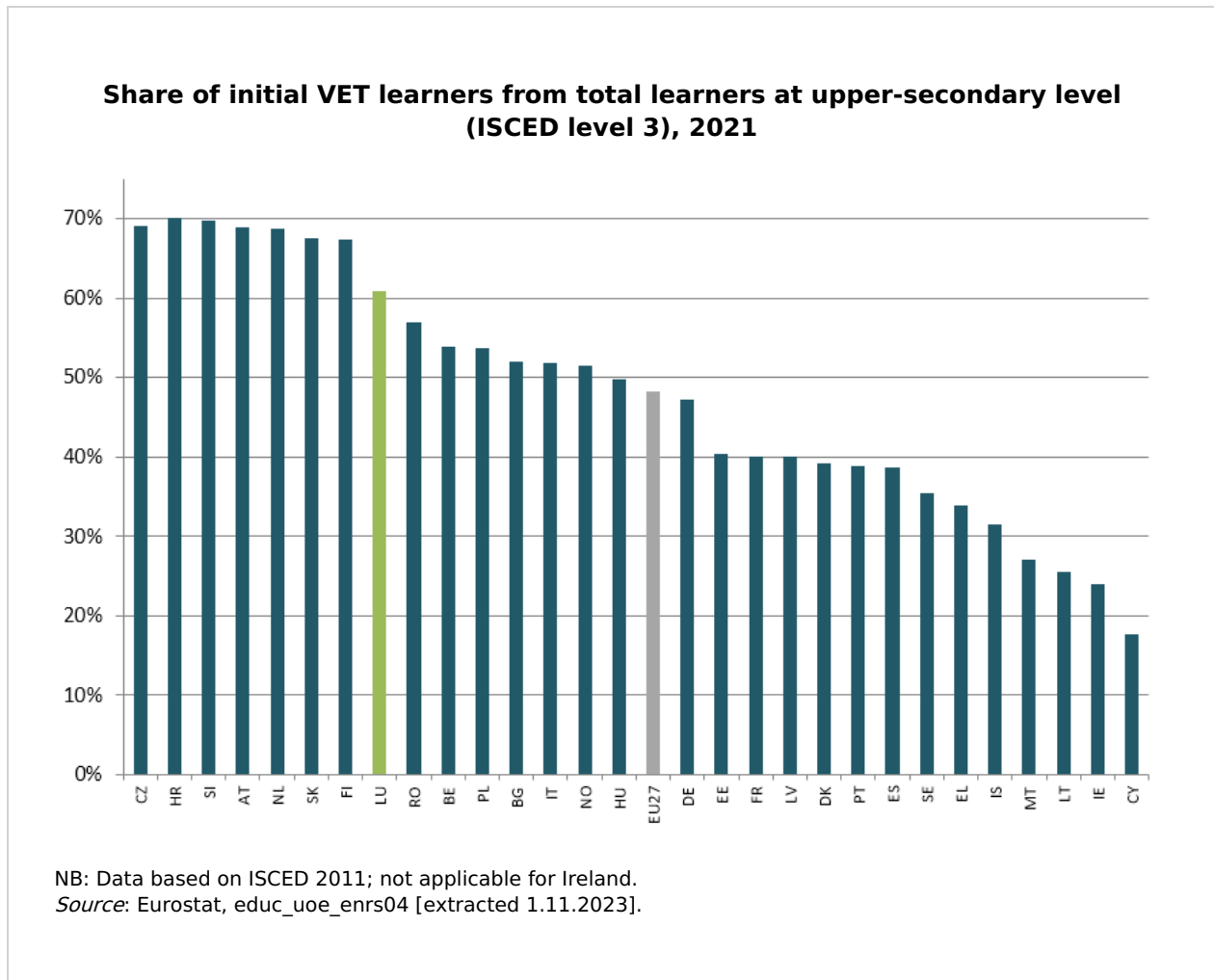
Source: Eurostat, Ifsa\_pgaed [extracted 12.6.2023].

## 4.3 VET learners by level

### Share of learners in VET by level in 2021

lower secondary	upper secondary	post-secondary non-tertiary education
Not applicable	60.8%	100%

NB: Data based on ISCED 2011.



In 2021, 60.8% of all upper secondary learners were enrolled in VET (48.3% in the EU-27). The share of learners in upper secondary VET in 2021 decreased by -0.8 pp compared to 2017.

## 4.4 Female share

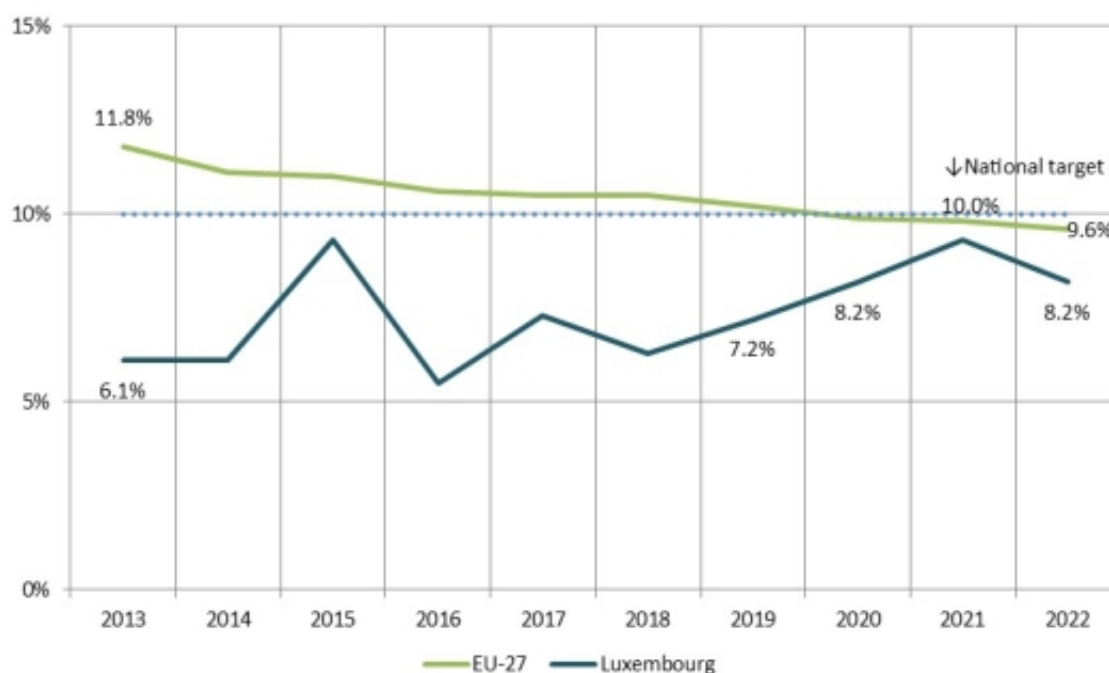
In 2022/23, in vocational programmes, there were more males (65%) than females (35%) (MENJE 2023 – [Data analysis division of Department for Coordination of Educational and Technological Research and Innovation](#) (SCRIPT) within the ministry of Education (extracted 19.10.2023)).

Among IVET 2021/2022 graduates, the share of males (60.9%) is also greater than the share of females (39.1%).

## 4.5 Early leavers from education and training

The share of early leavers from education and training increased from 7.2% in 2019 to its peak in 2021 at 9.3%, and then decreased to 8.2% in 2022. This rate is below the national target of no more than 10.0%, and also below the EU-27 average of 9.6% in 2022.

### Early leavers from education and training in 2013-22



NB: Share of the population aged 18 to 24 with at most lower secondary education and not in further education or training

Source: Eurostat, edat\_ifse\_14 [extracted 12.6.2023] and European Commission,

These data (from the labour force survey) are subject to important variations due to the small sample size in the country and may not allow easy identification of the causes of early school leaving at national level. In response to the lack of reliable data, the national education authorities produce annual statistics based on administrative data and on a survey of early school leavers. However, for 2021/22, this data indicated an early leaving rate (8.1%) close to the one calculated via the labour force survey for this year (8.2%).

A mediator for school retention, inclusion and integration was approved in mid-2018 (11). The mediator's role is to deal with reports about learners at risk of dropping out of school, the inclusion of learners with special educational needs and the integration of children from immigrant backgrounds into the 'main-stream' school system.

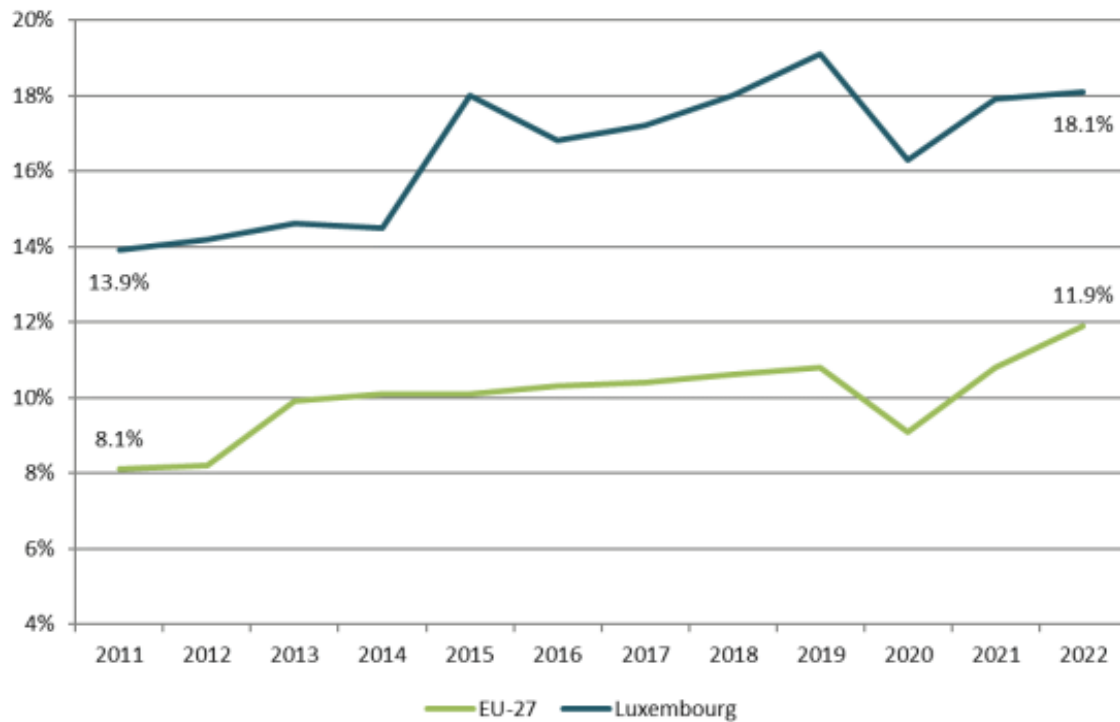
[Law of 20 July 2023 on compulsory education](#) has extended compulsory education until the age of 18, entering into force in 2026, to tackle early leaving. In addition, centres for socio-professional integration (CISP) are being opened, allowing vulnerable learners to acquire practical skills and soft skills in an alternative learning environment.

For more information visit [Cedefop project page on tackling early leaving](#) and our interactive toolkits: [Cedefop VET toolkit for tackling early leaving](#) and [Cedefop VET toolkit for empowering NEETs](#).

## 4.6 Participation in lifelong learning

Lifelong learning offers training opportunities for adults, including early leavers from education.

**Participation in lifelong learning in 2011-22**



NB: Share of adult population aged 25 to 64 participating in education and training; break in series.

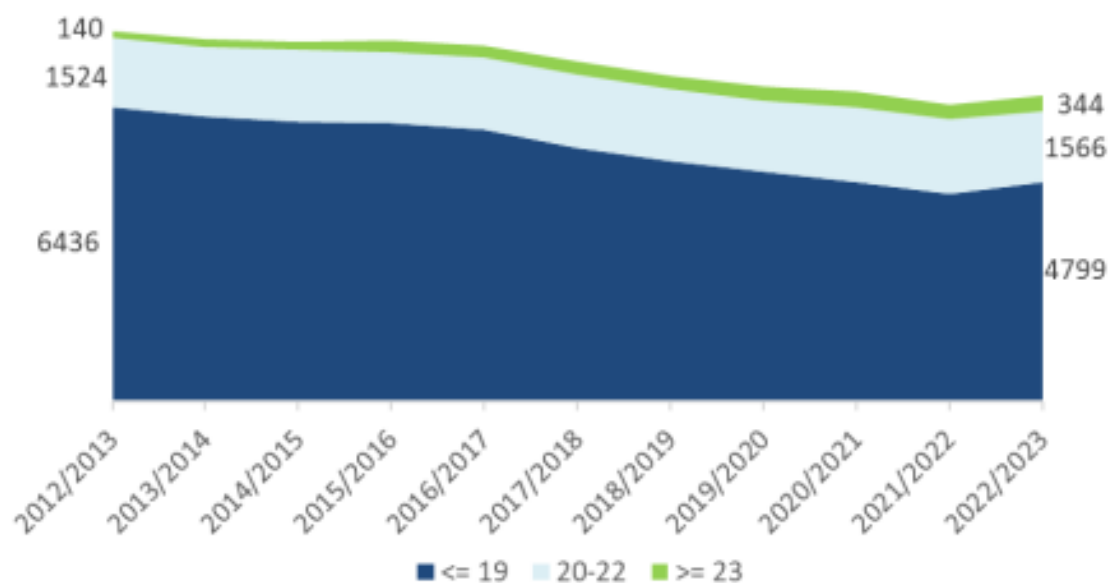
Source: Eurostat, trng\_lfse\_01 [extracted 12.6.23].

Participation in lifelong learning in Luxembourg has been increasing in the past decade. Although there was a drop in 2016 and in 2020 (most probable due to the COVID 19 crisis), the rate rose from 13.9% in 2011 to 18.1% in 2022, and it is more than 6 pp. above the EU-27 average.

## 4.7 VET learners by age



### VET learners in upper secondary education by age group



Source: Data provided by MENJE 2023 (12).

The number of learners in IVET (upper secondary programmes) decreased between 2012/13 and 2021/22 and showed a slight increase in 2022/23.

The share of IVET learners aged 20 and over has steadily increased between 2012/13 and 2021/22, rising from 20.5% to 30.0% and decreased to 28.5% in 2022/23.

## CHAPTER 5.

# VET within education and training system

The education and training system comprises:

- pre-school education (ISCED level 0);
- primary and lower secondary education (ISCED levels 1 and 2);
- upper secondary education (ISCED level 3);
- post-secondary non-tertiary education (ISCED level 4);
- higher education (ISCED levels 5, 6, 7 and 8).

School attendance is compulsory between 4 and 16, i.e., for at least 12 years, including 2 years of pre-school education. At the end of each 2-year cycle of primary education (*enseignement primaire*), learners receive an end-of-cycle report, stating the level attained for each competence domain. The [Law adopted in July 2023](#) extends compulsory education to the age of 18, entering into force in 2026.

At the end of the fourth 2-year cycle, learners are guided towards either general or technical lower secondary education (including VET) (13). The guidance decision is based on learning achievement (based on the end-of-cycle report), parents and teachers' opinions and performance in standardised basic skills tests (in relation to the national average). In the event of disagreement between the parents and the class teacher, a dedicated council, which includes a teacher working in VET, meets to find a solution.

Upper secondary education comprises three types with different objectives:

- general secondary education (*enseignement secondaire classique* ESC) which conveys general knowledge in humanities, mathematics and natural sciences and prepares for higher education studies;
- technical secondary education (*enseignement secondaire général*) which gives access to higher education and/or to the labour market.
- initial vocational education and training (IVET) (*formation professionnelle initiale*), offering various vocational pathways.

Learners have the possibility to move from one type of secondary education to another.

In secondary education, depending on the programme and the subject taught, the language of instruction is either French or German. In general, and technical secondary education, there is a specific language offer according to students' needs.

Various programmes at post-secondary and tertiary levels are available as general pathways, others as vocational.

The dual system is an important feature of secondary VET, which implies a strong relationship between school-based education and work-based learning in enterprises. Depending on the occupation, secondary VET programmes may be provided in technical secondary schools or in mixed schools that offer VET, technical, and general secondary education.

### **Lower secondary technical programmes (pre-VET)**

Lower secondary technical programmes (*enseignement secondaire général*, ISCED 254, EQF 1) is

considered as pre-VET and last 3 years. Learners usually enter the lower secondary programmes at the age of 12 and leave at the age of 14. Depending on their performance at the end of primary school, learners are directed to:

- the orientation (*orientation*) path: In this path, students deepen their knowledge in general domains (languages, mathematics, human and social sciences, natural sciences. It offers learners an orientation phase in which they can decide on their further education pathway. Practical activities in workshops make up an important part of lower technical secondary programmes and focus on supporting learners in choosing their careers.
- The preparatory (*préparatoire*) path: This path is for students who, in one or more disciplines, have not reached the core competence referred to at the end of cycle 4 of primary education. This path prepares learners for a later transition to the orientation programme or vocational training.

Upon completion of lower technical secondary education, learners can choose between:

- upper secondary technical education;
- initial vocational education (IVET) programmes, including technician (DT) and vocational programmes (DAP and CCP).

### **Upper secondary technical programmes**

Upper secondary technical education offers 4- to 5-year school-based programmes leading to a technical secondary school leaving diploma (*diplôme de fin d'études secondaires générales*, DFESG) (ISCED 354, EQF 4). The curriculum includes general and technical education. Graduates can enter the labour market or continue with higher education. In the national context, these are not regarded as VET programmes.

### **Upper secondary initial VET**

Upper secondary VET includes school-based programmes, apprenticeships and similar schemes. Learners acquire occupational qualifications for which a certificate or a diploma is awarded. Schooling includes various training schemes, which last from 3 to 4 years, depending on the chosen orientation. There are three different programmes within upper secondary VET:

- 3-year vocational programmes leading to a vocational capacity certificate (*certificat de capacité professionnelle*, CCP) (ISCED 353, EQF 2). CCP graduates can progress to the second year of the DAP programme in the same field. By decision of the class council, the learner can even be admitted to the last year of the DAP programme in the same field.
- 3-year vocational programmes leading to a vocational aptitude diploma (*diplôme d'aptitude professionnelle*, DAP) (ISCED 353, EQF 3); DAP graduates may progress, to the third year of a technician programme (DT) in the same field of study, the third year of the technical secondary programme or enter a master craftsperson programme. Subject to completing supplementary preparatory modules, they can also pursue higher technical studies (*études techniques supérieures*, ISCED 550 or 650).
- 4-year technician programmes (*formation de technicien*) leading to a technician diploma (*diplôme de technicien*, DT) (ISCED 354, EQF 4). DT graduates may progress to the third year of the technical upper secondary programme (ESG) or follow a 1-year optional preparatory modules allowing them to enter tertiary education.

### **Post-secondary VET**

The master craftsperson qualification (*brevet de maîtrise*; ISCED 453, EQF 5) entitles holders to settle in the craft industry as self-employed and to train apprentices. The qualification confers the title of master craftsperson in the particular trade.

Preparatory programmes are organised by the Chamber of Skilled Trades and Crafts. To access these programmes, learners are required to have reached at least EQF level 3. Learners should also have at least 1 year of work experience to be able to take the final exam. The programmes

are modular, and the number of hours may vary by trade. However, all modules must be accomplished within 6 years. The master craftsperson qualification does not give any access right for higher education; progression opportunities depend on the certificate gained at secondary level.

### **Tertiary VET**

Traditionally, tertiary students acquired their qualifications abroad. In 2003, Luxembourg established its own university (SCL, 2003) with three faculties: science, technology and medicine; law, economics and finance; and humanities, education and social sciences. The university also has four interdisciplinary research centres. The following two VET programmes are offered at tertiary level:

- **Higher technician programmes**

2-year programmes are offered in various fields (14), leading to a higher technician certificate (*brevet de technicien supérieur*, BTS; ISCED 550, EQF 5). To be admitted to the programme, learners require either a general or a technical secondary school leaving diploma (*diplôme de fin d'études secondaires classique*, *diplôme de fin d'études secondaires générales*), or a technician diploma (*diplôme de technicien*, DT) complemented by optional modules.

BTS programmes alternate; they provide both theoretical instruction and training in a work environment. The programmes are offered in public and private secondary schools, and technical secondary schools recognised by the State. Depending on the domain, BTS graduates can pursue bachelor studies.

- **“Professional” bachelor programmes**

Bachelor's programmes (ISCED level 6) are open to persons holding a general or technical secondary education diploma or a technician's diploma (supplemented by optional modules) in the field of study. Some programmes may have a professional dimension (ISCED 655), combining academic teaching, applied courses, work placements and/or case studies. However, the qualifications awarded do not indicate the orientation of the programme. Bachelor's programmes last six semesters, including one semester of compulsory mobility abroad.

Bachelor programmes prepare students for career entry or for a master's degree in the same field of study.

### **Adult learning**

All adults have access to education and training opportunities regardless of their age, education, and employment status. Adult education, and continuing vocational training more specifically, allow everyone at different stages of their lives to pursue training, be it to obtain a first degree, to develop or improve knowledge, to change careers or to adapt to new technologies.

The following vocational secondary programmes lead to a qualification and are available for adults:

- last year of lower cycle of technical secondary education;
- vocational programmes (DT, DAP and CCP): adult apprenticeship;
- vocational programmes (DAP and DT): evening classes (first year of the vocational aptitude diploma as administrative and commercial agent, first three years of the technician diploma (DT) as administrative and commercial assistant);
- vocational programmes (DAP): on-the-job training (the nursing assistant vocational aptitude diploma).

### **Training for jobseekers**

The public employment service (ADEM) offers several types of training to jobseekers. These range from training schemes organised directly for a sector or an enterprise at the request of

employer(s), to specific training aimed to increase general employability or improve the skills but also specific supporting contracts with a practical training component. In addition to the public employment service, training for jobseekers is provided by non-profit organisations/associations.

### **Other forms of training**

The Adult Education Service of the Ministry of Education offers and coordinates three types of training:

- the back to education options (*2e voie de qualification*) which grants access to official diplomas and training programmes to adult learners and early school-leavers;
- basic education to improve writing, reading and numeracy skills;
- general and citizenship training for adults.

Non-government-regulated continuing vocational education and training (CVET) is offered by private training providers (*organismes de formation*), non-profit organisations and institutional training providers (including professional chambers, municipalities). The various training opportunities they offer adults frequently do not lead to qualifications within government-regulated VET but to sector qualifications and development of skills.

Throughout the year, the professional chambers organise open public courses, work placements, seminars and lectures on general management and technical subjects. Some of these courses lead to official certificates. Each year, the professional chambers update their training offer and publish training catalogues.

Several institutions/centres offer sectoral training (construction, health) to their target groups. A specific feature here is that workers hired by temporary work companies also receive tailored training, depending on their needs.

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[13] Following the [Law of 29 August 2017](#) (SCL, 2017d) on secondary education 'general secondary education' is nationally referred to as 'classical secondary education' (*éducation secondaire classique* - ESC) while 'technical secondary education' is referred to as 'general secondary education' (*éducation secondaire générale* - ESG). However, to allow comparison at EU level, the previous terminology will be kept.

## CHAPTER 6.

# Apprenticeship

Learners can choose between three different upper secondary initial VET programmes which (can) include an apprenticeship contract and lead to different qualifications:

- vocational capacity certificate (*certificat de capacité professionnelle*, CCP) at EQF level 2 always includes an apprenticeship contract. This programme is designed for learners who are less likely to cope with other programmes and leads to semi-skilled worker skills;
- vocational aptitude diploma (*diplôme d'aptitude professionnelle*, DAP) at EQF level 3 can be done under an apprenticeship contract or an internship contract. They provide the graduate access to the labour market as a skilled worker;
- technician programme (*diplôme de technicien*, DT) at EQF level 4 which are school-based and include a job placement of 12 weeks or more. They are mostly organised under an internship contract, but some are carried out under an apprenticeship contract. This programme offers in-depth and diversified competences and a higher part of general education than the vocational programmes.

Learners are responsible for finding a training place in an enterprise. The vocational guidance service of the public employment service (*Agence pour le Développement de l'Emploi*, ADEM) supports young people through counselling and a central register of all available apprenticeship places.

Once the learner has signed a contract with a company, (s)he has the legal status of an apprentice and receives an apprenticeship allowance which varies between EUR 500 and 2 000 depending on the trade/profession learned (15). Upon successful completion of an academic year, learners receive a premium allowance based on a monthly rate of EUR 130 for CCP or EUR 150 for DAP and DT. The best apprentices receive an award which also includes a prize of EUR 1 500.

Once signed, the host company must register the apprenticeship contract by sending it to the competent employers' professional chamber; or to the Ministry of Education in the case of host companies that do not depend on any professional chamber.

Enterprises offering apprenticeship places need to comply with certain criteria, verified by the professional chambers. Financial support and an award to encourage their engagement are available. VET trainers, who receive special training, supervise the apprentices in the training companies (16).

In accordance with the [amended VET legislation of 2008](#) and the [one of 2019](#), an apprenticeship is based on key principles such as:

- modular system allowing apprentices who fail a required module to continue their training and catch up at a later stage during their apprenticeship;
- quantitative assessment of learning outcomes in accordance with an assessment framework.

### Adult apprenticeship

Except for admission criteria, there are no differences between apprenticeships for adults and young people. Those aged 18 and above, having left school for more than 1 year, affiliated to social security for at least 12 months (based on at least 16 hours per week) and willing to learn a trade or to change their career, can follow an 'adult apprenticeship' leading to DT, DAP or CCP. This is available both to jobholders and seekers registered at the public employment service.

Upon proof of certain work experience, a dedicated committee may orient the adult learner to the suitable grade. The committee includes representatives of the education ministry, Vocational Training Service, labour ministry, guidance service of the employment service, Chamber of Commerce, Chamber of Skilled Trades and Crafts, Chamber of Agriculture, and Chamber of Employees. Adult apprentices are paid the social minimum wage for unskilled workers by the training company ([Regulation of December 2010](#)). The training company may receive support for apprenticeship.

### **Cross-border apprenticeship**

Learners may choose an opportunity to follow cross-border apprenticeship to acquire qualifications for which school training cannot be provided due to the small number of learners interested. Practical training in a company based in Luxembourg is combined with learning at school in one of the neighbouring countries. The list of trades and professions accessible on completion of a cross-border apprenticeship are defined by Grand-Ducal regulation. The apprenticeship contract must be registered with the relevant employers' professional chamber in Luxembourg, or with the Ministry of Education for trades and professions that are not covered by an employers' professional chamber. The apprentice must provide a copy of the contract to the cross-border training institution and competent authority responsible for the theoretical training. The apprenticeship allowance paid by the company in Luxembourg is defined by Grand Ducal regulation and varies depending on the trade/profession learned.

Learn more about apprenticeships in the national context from the European database on apprenticeship schemes by Cedefop: <http://www.cedefop.europa.eu/en/publications-and-resources/data-visualisations/apprenticeship-schemes/scheme-fiches>

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[15] [Grand-Ducal Regulation of 21 July 2023 determining the professions and trades in the context of vocational training and setting apprenticeship allowances in the crafts, commerce, hospitality, industry, agriculture and health and social sectors.](#)

## CHAPTER 7.

# VET governance

The Ministry of National Education, Children and Youth (17) is responsible for all types of education, including initial and continuing VET. Initial and continuing higher education is under the Ministry of Research and Higher Education (18). In cooperation with the Ministry of Labour, Employment and the Social and Solidarity Economy (19), the Ministry of National Education, Children and Youth is also responsible for training measures for the unemployed.

Cooperation between the State and the social partners is a core principle in VET. As stated in the Law reforming VET (20), social partners are essential stakeholders who contribute to its organisation and implementation. The professional chambers' opinion is systematically sought on laws and regulations on economic, financial and social policy: labour law, social security, taxation, the environment, initial and continuing vocational training, and education. Development and periodic revision of programmes are ensured by curriculum committees, consisting of representatives of each school offering the respective profession or trade, representatives of the relevant professional chamber and the employee chamber, as well as sectorial representatives.

There are five professional chambers in Luxembourg:

- representing employers ( Chamber of Commerce (21), Chamber of Skilled Trades and Crafts (22), Chamber of Agriculture (23) ).
- representing wage earners (Chamber of Employees (24), Chamber of Civil Servants and Public Employees (25) ).

These chambers act as independent policy institutes; they are involved in Luxembourg's legislative procedures and are officially consulted on education matters. They are represented both at national level (Economic and Social Council, Tripartite Advisory Committee on Vocational Training) and European level (Cedefop Governing Board, Advisory Committee on Vocational Training). In contrast to trade unions and employer associations, membership in the professional chambers is compulsory (with an annual subscription) for all employees and private companies.

The professional chambers were created by [Law in 1924](#) and [in 1964](#) (Chamber of Civil Servants and Public Employees). They are public establishments, legal persons governed by civil law. Although the professional chambers are supervised by the government, they enjoy financial autonomy. Since 1929, the chambers have been involved in initial education, especially with regard to VET preparing for an occupation. They also have substantial powers regarding apprenticeships; in 1945, their remit in the establishment, supervision and termination of apprenticeship contracts was extended. Their power and involvement were reinforced by the [2008 Law reforming VET](#) and the one of [2019](#). Their involvement in vocational training takes place in several areas:

- identifying training needs;
- guidance and information on training;
- determining the professions or trades offered in VET;
- training offers;
- organising training;
- designing framework training programmes;
- assessing training programmes and the training system;
- qualifications and validating experience acquired;
- accreditation of training companies.



A vocational training committee is responsible for planning and implementing vocational training (26). Its primary tasks include:

- advising the Government in defining vocational training policies;
- ensuring a closer alignment between vocational training objectives and the specific needs of the various sectors of the economy;
- coordinating the efforts of relevant ministerial departments and professional chambers, especially in anticipating training needs.

This committee comprises:

- government members responsible for vocational training, labour, the economy, national education, and the middle classes;
- the director of the vocational training department within the Ministry of Education;
- the director of the adult training Department within the Ministry of Education;
- the director of the House of guidance (Maison de l'orientation);
- a delegate from the vocational guidance department of the PES;
- one delegate from each of the professional chambers;
- one delegate from each of the employers' federations representing the various economic sectors;
- one delegate from each of the most nationally representative trade union organisations;
- two delegates from the college of directors of technical secondary education;
- one parent representative;
- a representative of the National Student Conference;
- one representative of employers in the social sector.
- a representative of employers in the health and care sector;
- the director the Department for Coordination of Educational and Technological Research and Innovation (SCRIPT) within the Ministry of Education.

In addition to the members mentioned in the first four points, the members of the committee are appointed for a renewable term of three years by the Minister of Education on the recommendation of their respective organisations.

The respective professional chambers are responsible for monitoring practical training under an apprenticeship contract. The Chamber of Commerce and the Chamber of Skilled Trades and Crafts have appointed apprenticeship counsellors for each trade and profession. Under the authority of the Ministry for Education and the professional chambers, apprenticeship counsellors have the mission to inform companies and apprentices about vocational training issues (legislation, organisation, programmes, class visits):

- ensure that practical training modules are applied during the in-company training periods;
- ensure close follow-up on the evolution of the apprentice at the training company;
- have the right to visit the training enterprises, and serve as an intermediary contact person for both parties in the event of questions or problems;
- are available to apprentices who need to reorient themselves and find an appropriate apprenticeship;
- follow their evaluation and, if needed or involved, take part in the class council and in the disciplinary councils;
- signal irregularities in legislation on vocational training to the competent institutions;
- contribute to the continuous adaptation of vocational training to new technologies by reporting on the evolution of the professions observed during visits to companies.

Professional chambers have established platforms for apprenticeship supervisors/tutors, responsible for the apprentice during work-based learning, where they can find all the necessary support during apprenticeship.

The professional chambers are also authorised by law to organise continuing training courses.

Private training providers are subject to the rules of the right to practise and must hold a ministerial authorisation to provide continuing training. For capital companies (legal entities) and partnerships (natural persons) the authorisation to practise as a 'manager of a continuing vocational training body' is issued by the Ministry of the Economy at the recommendation of the Ministry of Education. Each body must comply with the worthiness (27) and qualifications criteria required.

Private non-profit organisations, foundations and natural persons need to apply individually to the minister responsible for vocational training to be approved as a continuing vocational training provider.

Other institutional training providers can organise continuing vocational training without needing the request for authorisation. These include:

- institutions with public or private school status recognised by the public authorities, and issuing certificates recognised by these same authorities;
- professional chambers;
- municipalities;
- ministries, government services and public bodies.

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- [17] Ministère de l'Éducation Nationale, de l'Enfance et de la Jeunesse (MENJE). Hereinafter referred to as Ministry of Education.
- [18] Ministère de l'Enseignement Supérieur et de la Recherche (MESR). Hereinafter referred to as higher Ministry of Education.
- [19] Ministère du Travail, de l'Emploi et de l'Économie Sociale et Solidaire (MTE). Hereinafter referred to as labour ministry.
- [21] Chambre de Commerce.
- [22] Chambre des Métiers.
- [23] Chambre d'Agriculture.
- [24] Chambre des Salariés.
- [25] Chambre des Fonctionnaires et Employés Publics.
- [27] Vocational worthiness applies to the director and is assessed on the basis of his/her criminal record for actions of up to the preceding 10 years. Vocational credentials for managers of a continuing vocational training body can be gained either by proving a certain level of qualifications or professional experience.

## CHAPTER 8.

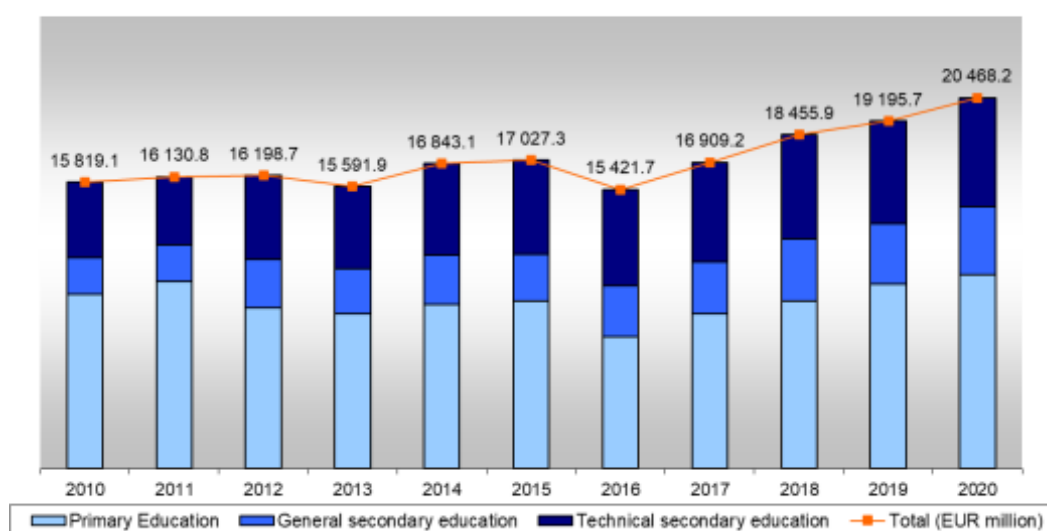
# VET financing mechanisms

Total government expenditure on public education as a percentage of GDP was 4.7% in 2021, close to the EU-27 share 4.8% (28). In 2020, Luxembourg devoted the highest level of financial resources to education per learner among the OECD (29) countries. At secondary level, the expenditure per learner is EUR 20 596, while the OECD average is about EUR 9 386 (30).

In 2020, funding for initial public education was EUR 2.05 billion (31), shared between the three levels of initial education: primary, general secondary, and technical secondary (including VET). Education is financed at two levels: central government and local administrations (106 municipalities).

In 2020, more than half (52.3%) of the funding went to primary education (EUR 1,07 billion). At secondary level, expenditure on technical education was higher (EUR 602 million, 29.4% of total funding) than general education (EUR 375 million, 18.3% of total funding). It covered remuneration of teachers, administrative and technical staff, operating costs and investments.

**Investment in education 2010-20**



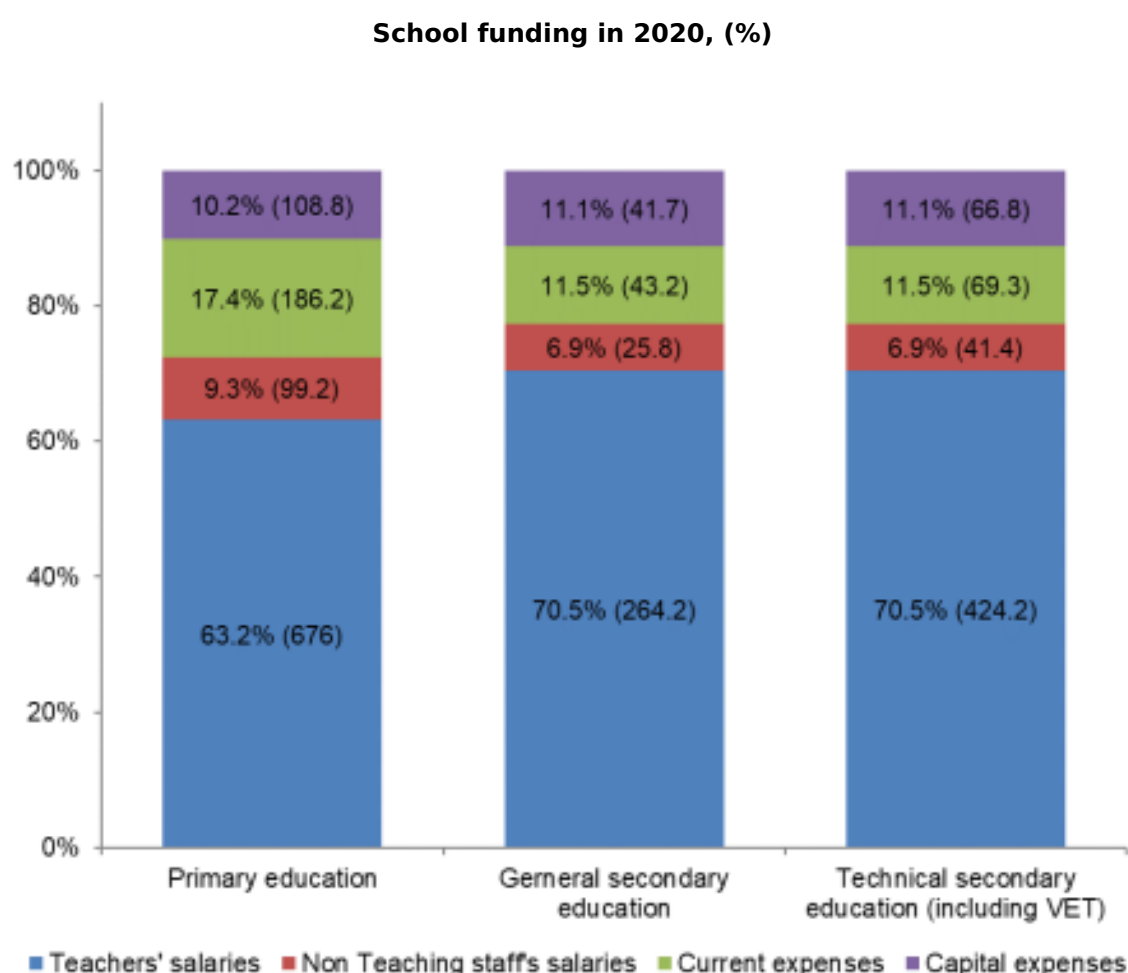
Source: MENJE (2023). *Ministry of national education activity report - 2022*.

Stateg E2100 Principaux agrégats: trois approches (prix courants) (en millions EUR) 1995 - 2020

Public funding for general and technical secondary schools experienced a slight decrease between 2010 and 2011 and again between 2012 and 2013. However, from 2013 to 2018, it increased by 30.1%. In 2019, there was a 1.9% decrease, followed by an 8.5% increase in 2020.

Public funding includes:

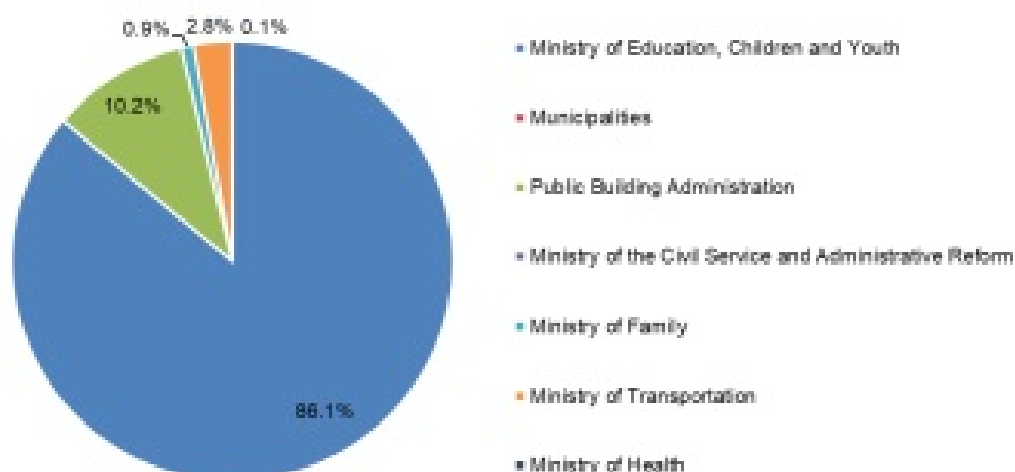
- teachers' salaries;
- non-teaching staff salaries;
- current expenses (goods and services to ensure the daily functioning of educational services; school allowances; care of children outside school hours at municipal level for extra-curricular and after-school activities; the costs incurred by school medicine and school transport);
- capital expenses (movable and immovable assets).



Source: MENJE (2023). [Ministry of national education activity report - 2022](#), p.141

As shown in the above figure, salaries make up the highest costs of all education programmes (72-77%). The share is greater in technical secondary education (including VET) (77.4%) than in primary education (72%). The share of current expenses is higher in primary (17.4%) education than in general (11.5%) or in technical (11.5%) secondary education, possibly because care of children outside school hours at municipal level is costlier at this level.

### Funders of technical secondary education (including VET) in 2020



Source: MENJE (2023). [Ministry of national education activity report - 2022](#).

The financing of technical secondary education (including VET) comes unevenly from central government expenditures.

### Funding for individuals in higher education

The government offers higher education learners financial support in the form of a grant and a loan (basic grant: EUR 1 199, mobility grant: EUR 1 491, grant on social criteria: EUR 0 to 2 321, family grant: EUR 287, student loan: EUR 3 250, registration fee: EUR 0 to 3 800) per academic semester: the grant and loan proportions depend on the applicant's income (32). Tuition fees are considered when calculating the financial support. In each academic year, higher education learners apply for the support twice: before the winter and summer semesters (33).

### Funding continuing VET

Continuing training for employees or for individuals (private initiative) is normally funded by the enterprises or individuals themselves. However, in some sectors, companies must pay a levy to sectoral training providers to benefit from specific access conditions and prices. Companies and individuals can receive support and incentives for CVET, often non-financial but linked to working time arrangements.

### Funding training for the unemployed and other vulnerable groups

Training for the unemployed and other groups excluded from the labour market is supported by the Ministry of Labour, via the employment fund (*Fonds pour l'emploi*) and the Ministry of Education. The public employment service also provides financial support and organises different training programmes for job seekers.

Some projects for job seekers are jointly financed by the European Social Fund. Most are focused on job segments with a high development potential or aim at upskilling or reskilling of participants, such as FIT4 digital future 2.0 (development of skills for the IT sector) or Skills4job (in cooperation with the Chamber of Commerce).

[28] Eurostat. Table gov\_10a\_exp [accessed 17.10.2023].

- [29] OCDE (2023). *Regards sur l'éducation 2023: Les indicateurs de l'OCDE* [Education at a Glance. OECD Indicators].
- [32] <https://guichet.public.lu/fr/citoyens/enseignement-formation/etudes-superieures/aides-logement/aide-financiere.html> [accessed 18.10.2023].

## CHAPTER 9.

# Teachers and trainers

## 9.1 VET teacher types

The Law of 25 March 2015 established different teacher careers in the Luxembourgish education system. The new Law of 1 August 2019 introduces a coherent initial training structure for all professionals in public education.

The recruitment and management of teachers for technical secondary education (including VET) is the responsibility of the State. According to the needs of secondary schools, their civil servant teaching staff may be reinforced by permanent, either full-time or part-time, teachers engaged as public employees (*chargés d'enseignement à durée indéterminée*). In addition, fixed-term, full-time or part-time teachers (*chargés d'éducation à durée déterminée*) may be hired as public employees for replacement purposes.

**Teacher career** (both for civil servants and employees)

Type of teacher	Type of teaching	Required diploma
Secondary school teachers A1	Technical, general secondary education and adult education	BA and MA
Technical education teachers A2	Technical secondary and adult education	BA
Master of technical education B1	Technical secondary and adult education	Master craftsman diploma or BTS

There are no additional specific access or training requirements for VET teachers beyond a diploma and language requirements (mastery in the three administrative languages). Recruitment procedures and training provisions for teachers in general secondary education are the same as for teachers in technical secondary education.

Secondary teachers in career A1 should hold a master degree and at least their bachelor degree, or the master should be in relation to the subject taught. Master's degrees preparing for the profession of teacher are also accepted (*Lehramt*, Master in secondary education). Technical secondary school teachers (A2) should hold either a bachelor's degree or a recognised diploma certifying 3 years of study in their field of expertise. Masters of technical education B1 should hold a Master's craftsperson diploma (*Brevet de maîtrise*), or a higher technician certificate (BTS), or a foreign diploma attesting to at least 2 years of study in relation to the required field.

The University of Luxembourg offers training leading to a Master's in secondary education (EQF7). This academic programme focuses on didactics. It is addressed to students holding a BA in a specific subject who wish to be trained in didactics in this field. As future teachers will be able to acquire thorough knowledge in pedagogy and didactics, some courses may be exempted from the initial training programme of their teacher career. Master programmes are offered in German language and literature, in French language and literature, in Luxembourgish language and literature, and in mathematics.

To access the civil servant career, teachers must pass an examination. Civil servants and employees must complete a 2-year initial training programme at the Training Institute of National Education (*Institut de formation de l'Éducation nationale*, IFEN) created in 2015 and 1 year of further development training. However, the organisation and the number of training hours differ, as well as the number of exemptions from weekly lessons depending on the career.

## In-company trainers

The Law of 19 December 2008 stipulates that an enterprise offering training or apprenticeship must have 'the right to train' by fulfilling a number of conditions defined according to [the Grand-Ducal Regulation of 1 August 2019](#) (amending Regulation of 31 August 2010). The company must appoint one or more tutors aged over 21 to mentor apprentices throughout their apprenticeship. The tutor is in charge of the practical training and the pedagogic supervision of the apprentice. (S)He is also appointed as the contact person for the apprenticeship counsellor and the competent professional chamber regarding the apprentice's progress. The Law has increased tutor's responsibility for the training and assessment of the apprentices. Each tutor has to undergo 3-day training, organised by the competent professional chamber. A trainer holding a master craftsperson diploma (*Brevet de Maîtrise*) or equivalent is exempted from this mandatory training. The training *Tuteur en Entreprise* (tutor in the company) comprises a legal part, a pedagogic part and a part on assessment. It gives tutors useful tools to set up a training path, manage the relationship with the apprentice, identify the mission of the tutor and be able to help apprentices integrate into the labour market and the enterprise (34). Following the [amended Law of 12 July 2019](#), the requirements training providers must fulfil to obtain a training authorisation are included in the Labour Code.

## 9.2 Continuing professional development of teachers/trainers

The Training Institute of National Education (IFEN) designs, implements and evaluates the professional insertion (internship) and the continuing professional development of teachers and psycho-social staff in education.

Continuing professional development of teachers/trainers (CPD) has become increasingly important over the years and is now considered a professional duty in the Luxembourgish education system. According to the law, teachers in secondary education shall attend 48 hours of continuing training over a period of 3 years. 24 hours should either concern priority training areas or be part of the school's internal training plan. Ministry of Education staff do not pay any fees for training organised by the IFEN. Within the SCHiLW framework (*Schulinterne Lehrer/innen-Weiterbildung*, School teachers' continuing training), the IFEN supports secondary schools that are willing to set up training plans (*plans de formation*, not compulsory). These plans contribute to greater coherence between the school's objectives and teachers' training activities. A maximum of 24 hours should belong to the domain of disciplinary knowledge. Any training courses chosen by a teacher which do not clearly belong to his/her profile should be approved by the school director.

The continuing training offer is drawn up by the IFEN in collaboration with, and upon request of, the school staff, who are consulted yearly. IFEN tries to respond to individual needs identified at different levels, as well as to political decisions, and is in regular contact with the national vocational commissions (see Shaping VET qualifications). CPD is provided according to training objectives and the availability of the teachers being trained: seminars (one-off training courses), training days, conferences, sequential continuing training (introductory module followed by a practical phase which may or may not be accompanied by an exchange and intensification phase), coaching, peer learning, exchanging network. In a period of rapid technological change, it is essential that VET teachers continuously update their vocational skills and knowledge, to ensure learners leave the VET system with skills that can be put into practice immediately.

To contribute to the academic success of learners, training offered to teachers aims to develop, in priority, the following teaching professional skills:

- priority 1: teaching and learning in a competence-based approach;
- priority 2: teaching and learning language skills in a multilingual context;
- priority 3: information and communication technologies;
- priority 4: teamwork and communication;



- priority 5: personal professional development;
- priority 6: school development;
- priority 7: school management;
- priority 8: socio-educational work.

For more information visit Cedefop project page on [Teachers' and Trainers' professional development](#) and our interactive toolkits for VET practitioners: [Cedefop VET toolkit for tackling early leaving](#) and [Cedefop VET toolkit for empowering NEETs](#). You may also read [Cedefop/ReferNet country reports on Teachers and Trainers in a Changing World](#) and [Cedefop comparative analysis](#).

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[34] *Teachers and Trainers in a changing world.*

## CHAPTER 10.

# Shaping VET qualifications

## 10.1 Anticipating skill needs

VET standards are developed in cooperation between the Ministry of Education and the professional chambers. Curricula are based on occupational standards and informed by skill needs in enterprises. The following institutions help to ensure VET provision in line with labour market needs:

- Permanent Labour and Employment Committee (*Comité Permanent du Travail et de l'Emploi*): the ministries of education and labour cooperate through this committee. It is responsible for reviewing the labour market situation regularly. Its working methods include analysis of job supply and skills demand;
- Training Observatory: established in 2012 by the National Institute for the Development of Continuing Vocational Training (INFPC); it provides the government and social partners with detailed statistics and reliable qualitative analyses on training issues; these are useful insights for public policy and private strategies in the lifelong learning domain;
- Employment Observatory: established by the Ministry of Labour; analyses labour market data, publishes a labour market dashboard and organises annual conferences on relevant labour market issues and employment;
- Competence Centre: to help improve initial and continuing training offers, the University of Luxembourg Competence Centre, in cooperation with companies, identifies and anticipates competence needs in sectors and occupations. Analyses cover law, finance, health, and ICT & digitalisation;
- Business Federation of Luxembourg: since 1997, it has conducted annual surveys (35) on skill needs, alternatively in the industrial and in the information technology and communication sectors. It explores skill needs in enterprises to achieve a good balance between vocational training supply and labour market demand. The survey is the basis for the *Qualifications of tomorrow* (*Les qualifications de demain*) publication. It offers forecasts of enterprise skill requirements for replacements and new job openings, and the associated qualification levels. The publication provides young people and their parents with insights into education paths and encourages public authorities, professional chambers and other VET actors to take account of enterprises' training needs in CVET.
- Public employment service (ADEM): In 2022, the PES started to publish *sectoral studies* which analyse labour market trends, future occupations and skill requirements. These analyses are based on job offers and their description as provided by Luxembourgish companies to ADEM. The results of these studies enable a better alignment of training programmes with the current and future needs of companies. These studies target both employers and employees/jobseekers. Employers gain insights into the state of their respective sectors and emerging trends, while employees/jobseekers can better adapt to these evolving trends. In 2022, seven key sectors were covered: finance, industry, construction, accommodation and food services (Horeca), trade, transport and logistics, and crafts and two more in 2023: health and care and social action occupations.

See also [Cedefop's skills forecast](#) and [European Skills Index](#).

## 10.2 Designing qualifications

### Development of VET qualifications

The development of VET qualifications is based on the following elements:

- occupational profile: lists the areas of activities as well as the activities and tasks of future occupations after 2 to 3 years of workplace experience;
- training profile: based on the occupational profile defined by learning domains: occupational and general competences;
- training programme based on the training profile:
  - defines the learning outcomes for each competence and regroups them by learning domain;
  - organises the learning domains and outcomes in modules and credits;
  - curriculum: determines the content of the different modules.

## **Responsible bodies**

The main bodies responsible for designing qualifications are curriculum committees and national vocational training commissions (36).

### **a) Curriculum committee**

A curriculum committee is associated with a specific profession or group of professions; training institutions (37) and schools are equally represented. The Ministry for Education decides on the maximum number of representatives for each committee. The curriculum committee:

- develops and revises the framework programmes (38) for the trades and professions it is responsible for;
- ensures consistency between the objectives of school-based and work-based training;
- provides guidelines and procedures for continuous assessment of learners at school and in the workplace, in cooperation with the respective national commissions. The guidelines and procedures feed into evaluation frameworks adopted by the Ministry for Education;
- develops and evaluates the 'integrated project' (*projet intégré*) that replaces the former final exams. The project aims to check whether the learner has developed the complex competences needed to solve a real or simulated work situation.

### **b) National vocational training commissions**

National vocational training commissions (*commissions nationales de formation*) exist for each division, trade and profession of technical secondary education; they

- give advice or make proposals as regards course programmes, timetable, teaching language, didactic materials and the framework programmes and assessment framework;
- elaborate and revise course content for the modules included in the programmes they are responsible for;
- issue opinions on the framework programmes and assessment criteria that fall within their competence.

The national vocational training commissions comprise:

- a teacher from each school where vocational or technician programmes are offered;
- a representative of the national general education commissions, designated by the minister;
- a representative of each professional chamber associated with the training;
- representatives of the higher council of health professions and employer representatives for health sector professions;
- employer representatives of education and social institutions, for social sector professions.

There are also national commissions on general education for each module dealing with general education subjects. They elaborate and revise the framework programme and then the course contents for general subjects taught in VET programmes in cooperation with the national vocational training commissions.

### c) Division for Curriculum Development within the Ministry of Education

A Division for Curriculum Development (39) was created within the Department for Coordination of Educational and Technological Research and Innovation (SCRIPT) within the Ministry of Education, to simplify the implementation of the 2008 reform. It provides support to the national commissions of programmes in elementary and secondary education, as well as to the curriculum teams and national vocational commissions of vocational training, assisting them in their tasks of developing and adapting curricula. This division coordinates the work of national commissions, guarantees the implementation and supervises the coherence and consistency of curricula. The division works in close collaboration with various stakeholders to guarantee the scientific framework of curriculum development. It also works in collaboration with the recently installed National Programme Council.

Within the division, a competence unit for curriculum design in VET is in charge, every 5 to 6 years, of the analysis and evaluation of all curriculum documents (*documents curriculaires*). During the process, they consult representatives of employers, young graduates and teachers in order to identify any possible needs for adaptation. Subsequently, proposals for the adaptation of curriculum documents will be submitted to the curriculum teams, which can then implement them with the possible support of the competence unit.

In the context of the [Law of July 12, 2019](#), a VET steering committee (*groupe de pilotage*), was introduced, to coordinate VET development and validate curricula design and update in the framework of IVET development. This steering committee comprises:

- the directorate of Vocational Training within the Ministry of Education;
- two delegates from the Department for Coordination of Educational and Technological Research and Innovation (SCRIPT) within the Ministry of Education;
- two delegates from the College of Directors of General Secondary Education;
- two delegates from each of the professional chambers;
- two delegates from the coordinators of curriculum teams.

Apart from the members mentioned in points 1 and 2, the members of the steering committee are appointed for a renewable term of three years by the Minister of Education based on the proposal of their originating organisation.

### Qualifications framework

The development and implementation of the European qualifications framework for lifelong learning (EQF) is seen as an opportunity to make explicit the existing education and training levels and the links between them. The key objective of the eight-level national qualifications framework (*cadre luxembourgeois des qualifications*, CLQ) is to increase the transparency of qualifications. The CLQ serves as a non-binding guiding framework for stakeholders: individuals, education and training providers, and the labour market.

The CLQ was referenced to the EQF and the qualifications framework in the European higher education area (QF-EHEA) in 2012. Beginning in 2014, a committee represented by the Ministry of Education and the Ministry of Higher Education published a report which detailed the links between the CLQ and the EQF and to the QF-EHEA. Levels 6-8 include qualifications awarded by Luxembourg University only. VET qualifications have been assigned to EQF levels 2-5, with the higher technician and the master craftsperson certificate, for instance, at the latter.

The philosophy of the CLQ is to show that lifelong learning is not fragmented and that it should not be restricted to formal qualifications. The referencing report, however, only reflects formal education and training, which is changing and moving towards a learning outcomes approach. Once this change is complete, a new report reflecting an adjusted lifelong learning framework, including qualifications acquired through non-formal and informal learning, will be published.

More information on national qualifications frameworks and the qualification types can be found in the [NQF online tool](#).

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- [35] This survey is conducted in collaboration with the Luxembourg Bankers' Association, the Luxembourg Confederation of Commerce, the Chamber of Commerce, the Public employment services (ADEM) and the Ministry of Education, with support from the European Union (EURES).
- [36] [Regulation of 30 July 2011](#) on the establishment and organisation of curricular teams, national training commissions and national general education commissions for vocational training in technical secondary education.
- [37] Enterprises or public administration offering an apprenticeship or a training.
- [38] The framework programmes are made of: (a) the occupational profile that determines the tasks and activities that professionals perform in the trade or profession; (b) the training profile that determines the set of competences for each taught domain; (c) the master programme that determines, for each programme, the timetable, the credit units and the descriptions of the modules (Education code chap. VIII art.31)
- [39] [Law of 14 March 2017 amending the amended Law of 7 October 1993](#): (1) the creation of a Coordination Service for Educational and Technological Research and Innovation; (2) the creation of a "Centre for the Management of Education Informatics"; (3) the establishment of a Scientific Council.

# CHAPTER 11.

## Quality assurance

A national approach to quality assurance has been devised, and evaluation and review procedures are in development. There is no formal quality framework, but legislation and the current organisation take the quality component into account.

Quality standards for VET providers are part of legislation and are used for accreditation and funding. Guidelines and standards are used to promote a culture of continuous improvement. Over the past 10 years, the education and training system has been overhauled to provide the resources needed to cope with the challenges of a rapidly changing environment. Administrative structures have been changed to allow modern school management with a degree of autonomy. In 2004, legislation promoted partnership-based school community approaches and school initiatives to improve the quality of education. For VET programmes, the Ministry of Education acts as the Quality Assurance National Reference Point for vocational education and training coordinates the implementation of the [EQAVET recommendation](#).

National indicators related to the 10 proposed by the recommendation are used and monitored nationally. While most are applied in IVET, their use for CVET, which is not monitored centrally, varies by sector or provider.

### **Secondary education - School development plan, PDS**

The [school development plan](#) (PDS *Plan de développement scolaire*).

The plan was introduced by the [Law of 15 December 2016](#).

Schools should describe their school and extracurricular activities in the school development plan to outline their profile and analyse their general situation, and their continuous development and innovation. This approach covers domains that may help their learners receive the best quality education. Each school should elaborate its own steps in a series of areas that are critical for success.

Seven obligatory domains are foreseen in the description for secondary education:

- organisation of pedagogical support. Each learner should have access to remedial measures that meet their needs and capabilities;
- supervision of children with specific needs to provide tailor-made solutions for their needs and support their learning process;
- partnerships with parents to improve their involvement in the schooling process and create a partnership culture between families and schools;
- integration of information and communication technologies (ICT) to prepare learners for the challenges of the employment market influenced by ICT;
- psycho-social support for learners who face problems at school, or have psychological or family problems, to prevent school dropouts/failure;
- relevant guidance for learners to help them make the right choices, according to their profiles;
- extracurricular activities to guarantee equal access for all learners to non-formal learning opportunities, in addition to mainstream classes.

For each of these domains, national objectives have been defined in a national reference framework. Secondary schools are free to choose the domains and objectives they need to focus on.

The school development plan also contains:

- definition of at least one objective in relation to one of the domains mentioned above;
- an action plan for each objective (persons in charge, resources needed, schedule, evaluation criteria);
- evaluation and continuous adaptation of the current PDS.

Following the [Law of December 2016](#), as of the 2017/18 school year each secondary school should elaborate a 3-year PDS produced by a school development committee (40). The development committee is coordinated by the school directorate and includes school staff appointed by the director for a 3-year period that may be renewed. Its mission is to analyse and interpret school data, to identify the school's priority needs, to define school development strategies, to elaborate the school charter, the profile and the PDS, and to ensure internal and external communication, while establishing a triennial plan for the continuing training of its high-school staff.

The Division for the Development of Schools (41), currently part of the Training Institute of National Education (*Institut de formation de l'Éducation nationale*, IFEN), was set up according to [the Law of 14 March 2017](#) and was before 2022 part of the Department for Coordination of Educational and Technological Research and Innovation (SCRIPT). Its mission is to accompany schools in their general approach to school development and, more specifically, to elaborate and implement the PDS, collaborating with various departments, education structures, national and international partners, who may help to optimise the quality of schools. The Division for the Development of Schools has provided several transversal tools, such as a [website](#) which has been updated in 2020 and reports on the support offered (e.g. documents, tools, sharing experiences) by the school development division and provides active and continuous support to secondary schools in the implementation of their PDS.

A National Observatory of School Quality (42), [created in 2018](#), is responsible for evaluating and supervising the quality of the education system. In 2022, [a new Regulation](#) was adopted, renaming the National Observatory of School Quality to the National Observatory of Children, Youth, and School Quality. The Observatory comprises two sections, 'Children and youth' and 'School quality' with six observers each, from public or private sectors, who are totally independent. It is an independent structure. The observatory systematically evaluates the quality of the school system and the implementation of education policies. It does not assess the individual work of teachers, but the organisation and operation of schools and the Ministry of Education. They visit schools and meet representatives from various school stakeholders, such as parents, learners and teachers, and have exchanges with Ministry of Education departments. The Observatory produces an [annual activity report](#). It also produces at least, one thematic [report on a priority area](#). Every 5 years, it produces a national report on the school system with its findings and recommendations. These reports are forwarded to the government and the chamber of deputies and made public.

The Division for Data Analysis of the Department for Coordination of Educational and Technological Research and Innovation (SCRIPT) is commissioned to collect and analyse data on the quality of the education offer by analysing school reports or in the context of a project. The results of the surveys may be consulted during the elaboration of a PDS or before making decisions to improve the school's organisation. This division organises national and international standardised tests. Standardised tests elaborated by the Luxembourg Centre for Educational Testing (University of Luxembourg) and common tests are used as instruments of formative or summative evaluation, which aims at facilitating evidence-based decision making in national education. International tests like the OECD's PISA (Programme for international student assessment), the IEA's ICILS (International computer and literacy study) generate results which also help with the governance of the education system.

### **Tertiary education**

Short-cycle programmes leading to higher technician certificates (BTS) (43) are evaluated

externally before being accredited by the Ministry of higher education for a period of 5 years. After this time, the accreditation has to be renewed through a new evaluation. This procedure should ensure that the programmes are relevant to the related professional sector (44).

The university is largely free to design and implement its own quality assurance processes. At Luxembourg University, quality culture and regular quality control through internal and external evaluation of teaching, research and technical, administrative and logistics services are key elements. External audit of the University of Luxembourg has been conducted every 4 years since 2008 by an external evaluation committee. The independent external evaluator is appointed by the Minister of Research and Higher Education.

The University of Luxembourg produces a key performance indicator report in the frame of a multiannual development contract between the Luxembourgish government and the university (2018-21) (45); this includes publications per researcher, bachelor' degrees awarded, master' degrees awarded, and master recruitment rate.

Luxembourg has been a member of the European quality assurance register for higher education (EQAR) since 2008 (46).

### **Continuing VET**

Even though there is no real quality framework, quality is a major concern and is covered in the legislation and in the organisation of CVET. Quality is a major issue in the future of CVET.

In the setting up of the national skills strategy pursuing the goal of closing the skills gaps through a long-term strategic approach to CVET, 4 strategic priority areas have been identified (47), among which Priority 1: Providing labour-market relevant adult learning opportunities underlines the need for a quality assurance system to ensure the quality of adult learning programmes as well as their staff.

A quality label for municipal governments and non-profit associations can be awarded in adult education by the Minister for Education for a 5-year period (48). Courses must be of general interest in so-called areas of general education and social advancement. They must meet educational and financial quality criteria. Objectives and course content must be in line with the priorities for adult education.

Quality criteria and priorities are defined for periods of up to 5 years by the Ministry of Education based on the advice of the Adult Education Advisory Committee (49). The committee consists of the persons in charge of the Adult Education Department, two representatives delegated by schools offering evening classes, a representative of the Department of Vocational Education and a private sector representative. The committee may also involve adult training experts in its work.

While some private providers commit to quality assurance approaches, a large part of CVET is not subject to systematic evaluation or quality assurance (50).

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[40] Cellule de développement scolaire (CDS).

[41] Division du développement des établissements scolaires.

[42] Observatoire national de la qualité scolaire

[43] *Brevet de technicien supérieur*.

[45] Contrat d'établissement pluriannuel entre l'Etat et l'Université du Luxembourg, 2018-21.

[46] Although there are no agencies registered in Luxembourg, three foreign EQAR agencies operate in the country.

[48] [Regulation of 31 March 2000](#) 1) to set the terms and conditions of contracts for adult courses and the conditions for obtaining a quality label and a subsidy; 2) to create an



Advisory Commission on Adult Education.

[49] Commission Consultative à l'Éducation des Adultes.

[50] This section is based on: INFPC (2019). *Vocational education and training in Europe: Luxembourg*. Cedefop ReferNet VET in Europe reports 2018.

## CHAPTER 12.

# Validation of prior learning

Validation of prior learning (VAE) is a process which enables professional and non-professional experience to be recognised with a view to obtaining all or part of a:

- Secondary technical education leaving diploma (*Diplôme de l'enseignement secondaire général*);
- VET diploma or certificate;
- Master craftsmanship (*Brevet de maîtrise*);

Access to Higher technician certificate (*Brevet de technicien supérieur*) and university studies is also possible.

Individuals who have at least 3 years (5 000 hours) of paid, unpaid or voluntary work (whether continuous or not) directly related to the requested qualification may apply for validation of prior learning.

The 2008 legislation reforming VET and the Regulation of 2010 define the procedure for the validation of prior learning to obtain all or part of a technical secondary leaving diploma, a VET diploma or certificate (technician diploma (DT), vocational aptitude diploma (DAP) and vocational capacity certificate (CCP)) or a master craftsmanship. Validation of prior learning is a two-step procedure that recognises the value of formal, non-formal and informal education and experience (professional and non-professional). As a first step, the application must be declared eligible. Next, the applicant must file a validation request, which is submitted for analysis and decision to a validation commission. Throughout the validation procedure, candidates must prove their knowledge, competences, and skills in line with the curricula of the relevant qualification. A Regulation of 2017 specifies that, during the validation of prior learning, the Ministry of Education offers support to candidates through either collective workshop or personalised interviews with a coach nominated by the minister. If all conditions are met, the procedure leads to a certificate or diploma, or to a part thereof (to be completed within 3 years of the validation).

At higher technician certificate level (51), validation of prior learning allows formal, non-formal and informal education and experience to be recognised with a view to accessing various higher technician certificate programmes. Candidates may possibly be partially exempted from taking certain courses, but they have to acquire at least 30 ECTS credits by attending courses from the relevant programme (52). The application for validation of prior learning and the registration application should be sent to the directorate of the corresponding secondary school. The application should be accompanied by a portfolio describing the knowledge, skills and abilities the applicant has gained through experience regarding the qualification being sought. An ad hoc evaluation committee is set up for each training programme for which validation of prior learning has been requested.

At university level, validation of prior learning allows formal, non-formal and informal education and experience to be recognised with a view to accessing various bachelor or master university studies and possibly to be partially exempted from taking certain courses (53). Validation of prior learning does not constitute official recognition of a diploma, nor can the University of Luxembourg award any diploma solely on the basis of validation of non-formal and informal learning. To obtain a diploma of the University, students must acquire at least 60 ECTS credits by attending courses offered at the University of Luxembourg.

The request (consisting of a portfolio) is considered by a board of examiners whose members are appointed by the chancellor, following recommendation of the dean of the relevant department.

For more information about arrangements for the validation of non-formal and informal learning please visit Cedefop's [European database on validation of non-formal and informal learning](#).

## CHAPTER 13.

# Incentives for learners

### Individual training leave

The objective of individual training leave is to ease access to continuing training. Employees working in a company for at least 6 months, self-employed workers and individuals in a liberal profession (and having been affiliated to the social security system for at least 2 years) can benefit from 80 days of paid leave during their entire career, but not more than 20 days per 2 years. The duration of the training leave does not correspond to the duration of the training. The employee is entitled to only one-third of the time on leave dedicated to training, with a minimum of one day. Employers can have salaries reimbursed by the government. Training must be provided by an institution, in Luxembourg or abroad, issuing certificates recognised by the government and does not need to be related to the professional activity. The employee is required to submit a request to the Ministry of Education which then approves the leave - stating the number of days granted - or refuses it.

### Language training leave

Language training leave allows employees, the self-employed and individuals in a liberal profession of all nationalities to learn Luxembourgish for social and professional integration. The courses take place during normal working hours. The maximum paid leave is 200 hours over a professional career, which must be divided into two shares of 80 to 120 hours each. Each leave hour entitles the persons involved to a compensatory allowance equal to their average hourly salary paid by the employer. The employer advances the allowance and is reimbursed 50% by the State. The request must be sent to the labour ministry by the applicant prior to the start of the course; the leave can be deferred by the employer if it disrupts company operations.

### Unpaid training leave and personal working time arrangement

The 2006 Grand Ducal Regulation on the organisation of working time (*organisation du temps de travail*) stipulates a general obligation to reach an agreement on access to CVET through inter-occupational social dialogue to be signed between the trade union federations and the Union of Enterprises. Organising working hours within a flexi-time arrangement and unpaid leave for vocational training purposes is part of this regulation.

Unpaid training leave releases a worker from duties to take part in professional training during minimum of 4 consecutive weeks and a maximum of 6 consecutive months. The agreement applies to private sector employees who have been employed by their company for at least 2 years, regardless of the type of employment contract. During the leave, the employment contract is suspended. The request must be submitted to the employer by registered letter with an acknowledgement of receipt or by a hand-delivered letter with an acknowledgement of receipt. The employer can refuse the unpaid leave if the applicant is a high-level executive or if the company has fewer than 15 employees. The employer can also defer the unpaid leave for up to 1 year where the leave is no more than 3 months or for up to 2 years where the leave exceeds 3 months.

Employees working flexi-time may request amendment of their working time to support participation in training. The employer can refuse to grant such an amendment based on operational needs or impact on the efficient organisation of the business.

### Tax deductibility

Every income taxpayer may deduct upskilling costs from taxable income. Such expenses must

have a direct link with the business activity performed by the employee and allow improving professional knowledge. They must be paid by the participant and refund claimed through a tax declaration.

## CHAPTER 14.

# Incentives for enterprises to boost their participation in VET provision

### **State shared funding for CVET**

A company can receive State funding (operated by the Ministry of Education) for investment in CVET. Private companies established in Luxembourg that undertake most of their activities inside the country are eligible. The training targets:

- employees affiliated with the national social security system;
- persons bound to the company by an employment contract (fixed-term or permanent);
- subcontractors working for the applicant company;
- owners of craft, trade, industry, agriculture or forestry companies.

The share of funding is calculated based on the investment in CVET (54). Companies receive direct grants: 15-35% of investment (depending on employee profiles).

Investment in training is capped according to the size of the company:

- at 20% of total payroll for companies with 1 to 9 employees;
- at 3% of total payroll for companies with 10 to 249 employees;
- at 2% of total payroll for companies with more than 249 employees.

### **Support for learning Luxembourgish**

Private sector companies legally established in the country can partly recover the costs associated with learning Luxembourgish. Eligible costs, include training fees and study materials, and are paid by the labour ministry.

### **Financial aid for the promotion of apprenticeships**

The fund for employment provides financial support for the creation of apprenticeship places to encourage enterprises to hire apprentices. It partly reimburses the apprenticeship allowance (27% for vocational DAP and DT programme (55) and 40% for the vocational CCP programme (56) and covers the employer's share of social security costs for the apprentice (57). Applications for financial support must be submitted by the enterprises and the apprentice to the public employment service before 1 July of the year following the year in which the learning ended.

### **Supplementary allowance for adult apprenticeships**

Employers who take on an apprentice (over 18 years of age) and pay the social minimum wage for unskilled workers may obtain reimbursement of the supplementary allowance. The supplementary allowance is the difference between the amount of the social minimum wage for unskilled workers and the apprenticeship allowance paid during initial training.

### **Apprenticeship award for a training company**

Since 2013, the award for the best training company has been presented each year during the apprenticeship graduation ceremony to the company that commits itself most to apprenticeships (creation of apprenticeship places, follow-up of apprentices) (58).

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[55] Vocational aptitude diploma (*diplôme d'aptitude professionnelle*, DAP).

[56] Vocational capacity certificate (*certificat de capacité professionnelle*, CCP).

[58] This section is based on: INFPC (2019). *Vocational education and training in Europe: Luxembourg*. Cedefop ReferNet VET in Europe reports 2018.

## CHAPTER 15.

# Guidance and counselling

In the national school system, there are several milestones in guidance. At the end of primary school, learners are oriented towards lower general or technical secondary education. Then, in secondary schools, based on their results and interests, learners choose their specialisation (including VET).

### Guidance at secondary schools

Since 2017, every secondary school must develop its own general guidance approach. The approach has to be in accordance with the [reference framework for school and professional guidance](#) elaborated by the House of Guidance (*Maison de l'orientation*). In each secondary school, a guidance unit is responsible for the implementation of the guidance process set out in the school's development plan (PDS). It is composed of at least two members of the teaching staff, two of the educational or psychosocial staff and at least one guidance counsellor.

### House of Guidance (*Maison de l'orientation*)

Most guidance services offered during secondary education operate within the House of Guidance (*Maison de l'orientation*) (59). The initiative centralises administrations and counselling services that help people (re)-enter working life. It focuses on young people, but anyone can find information and advice there. The House of Guidance includes:

- the vocational guidance service of the public employment service (ADEM) which provides information on trades/professions and apprenticeship placement;
- the Psycho-Social and Educational Accompaniment Centre (CePAS) which helps learners in their school or career guidance and may provide psychological support;
- School Integration and Welcoming Service (SIA) (60);
- Higher Education Information Service of the Ministry of Research and Higher Education ;
- the Local Bureau for Youth (*Antennes locales pour jeunes*) of the National Youth Service (SNJ) which offers individual coaching to achieve school or professional projects;
- the Agency for the transition of independent living (61) (ATVA);
- the adult education department (62) of the Ministry of Education (SFA);
- Euroguidance.

This centralisation ensures better coordination of services and stakeholders, while improving visibility.

In May 2021, the House of Guidance (*Maison de l'orientation*) opened a platform consisting of five thematic counters. Initially, only three of them were operational due to the pandemic, while the last two were opened in 2022. These five counters focus on:

- the educational offer, including secondary schools' offer, wellbeing, writing a CV,
- higher education, encompassing access requirements, application procedures and diplomas recognition;
- adult training: general education courses, validation of prior experiential learning, resumption of studies, improved reading and writing, and linguistic integration;
- general overview of professions and VET such as trades, professions, first professional experiences, apprenticeship;
- information to youth improved to volunteering, au pair, internships, holiday jobs, accommodation, extracurricular activities, and administrative procedures.

The front-line counselling service on the platform could be followed up with sessions with



specialised counsellors.

In November 2023, the House of Guidance launched a new website, [www.orientation.lu](http://www.orientation.lu). It brings together in one place all the resources and information related to academic and professional guidance. The site is designed for learners and their parents seeking a secondary school or information about higher education as well as for young entering professional life or adults looking to reskill or upskill.

The new website provides users with the following information and tools:

- [Mengschoul.lu](http://Mengschoul.lu): to find the secondary school that best suits the needs of the learners;
- [Mäiberuff.lu](http://Mäiberuff.lu): contains information on trades and professions and on their respective training programmes available in Luxembourg or abroad;
- [Mengstudien.lu](http://Mengstudien.lu): the website of the Ministry of Research and Higher Education is aimed at secondary school and university students who wish to pursue higher education or who wish to return to it. It provides information on higher education in Luxembourg and abroad, admission requirements and application procedures for universities, the state financial aid for higher education and information sessions and events related to higher education;
- [Lifelong-learning.lu](http://Lifelong-learning.lu): the reference site for lifelong learning managed by INFPC. It is a platform of contact between individuals and training bodies that offers an extensive catalogue of more than 12 000 courses provided by more than 300 training bodies. It also centralises information on training: news, law, practices, training environment;
- Educational and career guidance: to obtain information about academic paths, the labour market, or changing professional paths;
- Open doors at secondary schools: to discover Luxembourg's secondary schools and their academic offer during open days;
- First professional experiences: The "Jobs & Stages" platform of [www.jugendinfo.lu](http://www.jugendinfo.lu) offers holiday jobs, student jobs (temporary contracts), and internships to young individuals and provides companies with the opportunity to publish their offers to recruit young talent;
- Job market, opportunities by sector and profession: [job board](#) managed by the PES to monitor the evolution of the job market in Luxembourg.

## Guidance Forum

In 2017, the Guidance Forum (Forum orientation) was set up; this is a national council in charge of establishing a national information and guidance strategy. It includes ministries, social partners, directors of secondary schools, parent and learner representatives. The guidance forum has adopted the following definition of guidance:

'Guidance refers to a series of activities that enable the citizen, at any time in his/her life:

- to identify his/her abilities, skills and interests;
- to make informed decisions as regards his/her studies and training choices as well as his/her professional activities.

The shared goal is to foster personal fulfilment and the development of society.'

## Online guidance tools

The web site of the House of Guidance centralises information on

- existing education pathways and school guidance;
- tools to identify everyone's interests and skills and get to know the professions and trades better;
- how to get practical experience on the labour market;
- vocational training;
- preparation for a job interview;
- change of career path;
- existing help and supports for learners, parents, young persons, or adults.

Tools have also been developed to support learners in their orientation towards VET:

- [TalentCheck](#), a competence test developed in 2016 by the Chamber of Commerce. It aims to help learners choose a suitable apprenticeship based on better insights into their own strengths and weaknesses;
- the guidance tool [www.basic-check.lu](http://www.basic-check.lu), launched in June 2016 by the Chamber of Employees and the Chamber of Skilled Trades and Crafts, is an aptitude test which analyses the knowledge and skills of fifth grade learners (third year of lower secondary education). It is a guidance tool that helps in making choices before learning a trade/profession.

Once their interests and talents have been identified, the counsellors at the Beruffsinformationzentrum (BIZ, Vocational Information Centre) offer individual counselling on a wide variety of occupations and professions to assist them in their education and/or professional choices. The platform [Berufsausbildung.lu](http://Berufsausbildung.lu) offers an overview of all apprenticeships by trade and profession.

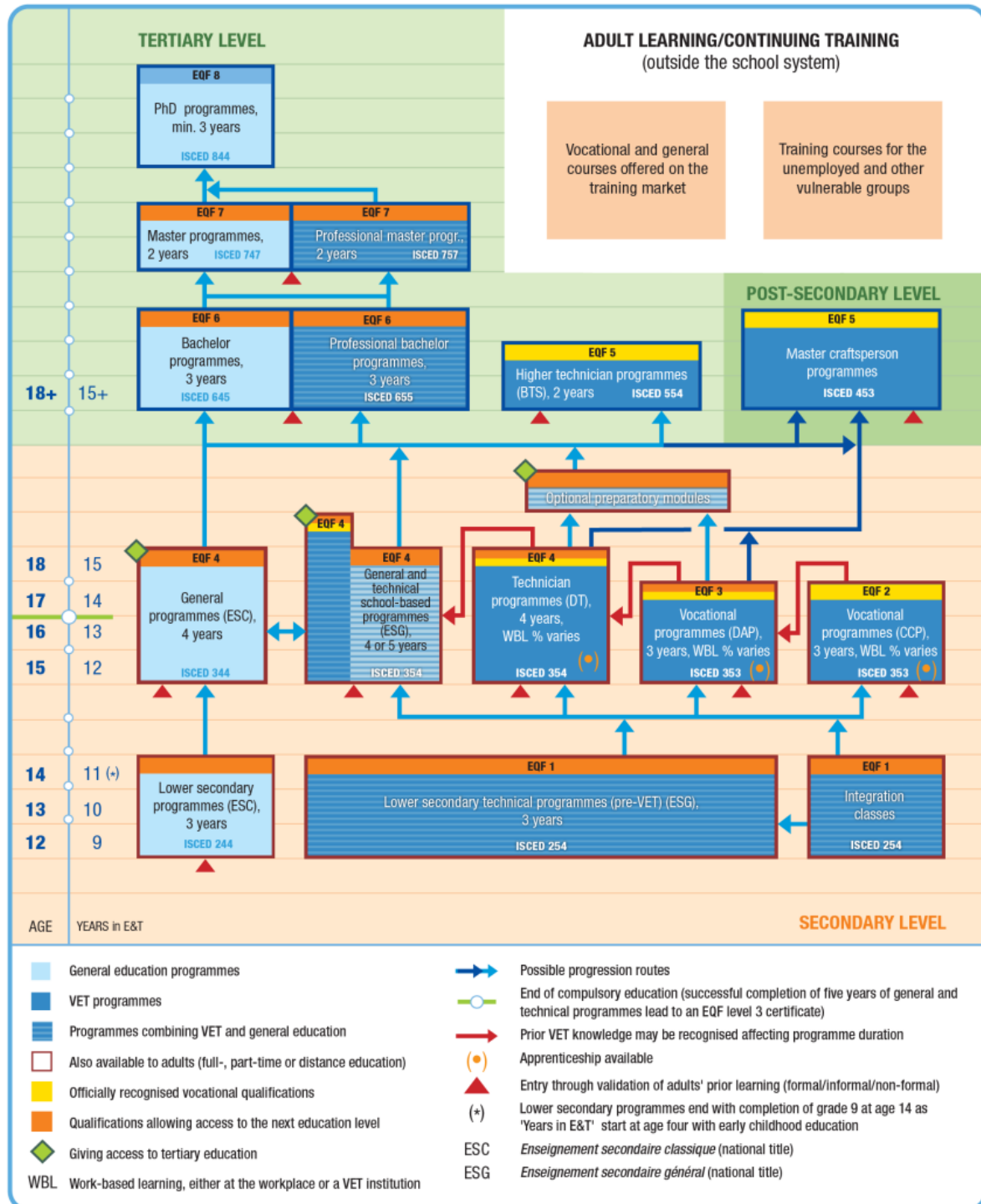
### **Local offices for youth**

The local offices for youth (*Antennes locales pour jeunes*) offer individual support to young learners in their transition between school and working life and have the mission to reach out to young school leavers who are neither in training, education nor employment, and offer personalised support, to facilitate their re-entering education or the labour market. They also offer short-time internships in companies, associations or public services to confirm their professional project, and inform interested candidates on the offer of long-term volunteer internships organised by the National Youth Service (Service National de la Jeunesse)

Please also see:

- [guidance and outreach Luxembourg national report](#);
- [Cedefop's labour market intelligence toolkit](#);
- [Cedefop's inventory of lifelong guidance systems and practices](#);
- [national guidance systems](#).

# Vocational education and training system chart



NB: ISCED-P 2011.

Source: Cedefop, & National Institute for the Development of Continuing Vocational Training (INFCP). (2023). Vocational education and training in Europe – Luxembourg: system description. In Cedefop, & ReferNet. (2024). Vocational education and training in Europe: VET in Europe database – detailed VET system descriptions [Database]. [www.cedefop.europa.eu/en/tools/vet-in-europe/systems/luxembourg-u3](http://www.cedefop.europa.eu/en/tools/vet-in-europe/systems/luxembourg-u3).

# VET Programme Types

EQF 1
Lower secondary
technical programmes (pre-VET) (ESG),
3 years
ISCED 254

**Lower secondary technical programme (ISCED 254, EQF 1) is considered as pre-VET and lasts 3 years. It comprises the ‘orientation programme’ and the ‘preparatory programme’, designed for learners who struggle with the regular secondary education curriculum.**

EQF level	1	ISCED-P 2011 level	254
Usual entry grade	9  Counting of grades starts from age four when children enter pre-school, which is the first grade.	Usual completion grade	11  Counting of grades starts from age four when children enter pre-school, which is the first grade.
Usual entry age	12	Usual completion age	14
Length of a programme (years)	3		
Is it part of compulsory education and training?	  School attendance is compulsory between 4 and 16 ( <a href="#">Law adopted in July 2023</a> extends compulsory education to the age of 18, entering into force in 2026).	Is it part of formal education and training system?	
Is it initial VET?		Is it continuing VET?	

Is it  
offered  
free of  
charge?



Is it  
available  
for adults?



Adults may attend the last year of the lower secondary education programme and then access the technical (ESG) and vocational upper secondary programmes (DT, DAP, CCP).

Candidates have the choice between daytime and evening courses.

ECVET or other credits Information not available

Learning forms (e.g.  
dual, part-time,  
distance)

- 'Orientation programmes' (*Les classes inférieures de la voie d'orientation*)

In the orientation programme classes (3 years: 7G, 6G and 5G) of general education (languages, mathematics, human and social sciences, natural sciences) the learners' knowledge is deepened. The language of instruction is German, except for mathematics and the French language course, which are taught in French. During the second year, language courses (French and German), as well as mathematics, are taught on two levels: in a basic course or in an advanced class. The choice of enrolment in one of the two courses is made according to the level of competence of the learner and the orientation advice from the class council. In the last year (5G), English is also taught on two levels. The orientation programme includes workshops in secondary schools that allow the learner to discover several trades and occupations. This is complemented by placements and visits in companies.

There are also special language offers that allow for an upgrade in German or French during the 3 years and an offer where all teaching is done in French except German lessons.




- The preparatory programme (*Les classes inférieures de la voie de préparation*)

The lower grades of the preparatory programme (3 years: 7P, 6P and 5P) are for learners who, in one or more disciplines, have not reached the core competence referred to at the end of cycle 4 of primary education. They prepare learners for later transition to the orientation programme or vocational training. German, French, mathematics, general culture, physical education and sports and practical learning in workshops are taught in modules spread over 3 years of teaching. These allow the learner to progress at his own pace and capitalise on a maximum of modules for the subsequent training envisaged.

These two lower secondary programmes are distinguished by their general orientation, the relative importance of the subjects taught and the teaching methods.

There is also a special language offer where all teaching is provided in French except for German lessons.

<b>Main providers</b>	Secondary schools, the National Centre for Continuing Vocational Training (CNFPC) and national school for adults (ENAD).
<b>Share of work-based learning provided by schools and companies</b>	Information not available
<b>Work-based learning type (workshops at schools, in-company training / apprenticeships)</b>	<p>Programmes include workshops that allow learners to discover several trades and occupations. This is complemented by placements and visits to companies.</p> <ul style="list-style-type: none"> <li>• Workshops</li> <li>• Placements and visits to companies</li> </ul>
<b>Main target groups</b>	Programmes are available for young people and also for adults, including learners with immigration background and with special educational needs.
<b>Entry requirements for learners (qualification/education level, age)</b>	<p>Young people must have successfully finished primary education.</p> <p>Candidates as adults should be aged 17 or more and have a school level allowing access to the last year of lower secondary education.</p>
<b>Assessment of learning outcomes</b>	<p>The different functions of assessment are given in detail:</p> <ul style="list-style-type: none"> <li>• formative evaluation: helping the learner to become aware of their strengths and weaknesses while documenting their learning process;</li> <li>• certification of the learner's individual knowledge and competences at the end of a learning period;</li> <li>• serve as a basis for the learner's guidance.</li> </ul> <p>With a view to these objectives, the quarterly school reports (<i>bulletins trimestriels</i>) are complemented by a report supplement (<i>complément au bulletin</i>).</p> <p>The quarterly report includes for each taught subject the average (out of 60) of classwork notes and other tests or assignments. The supplement to the report gives information on the progress of the learner in the different areas of competence of the taught subjects, giving an unencrypted assessment. This assessment by skills area offers a differentiated and nuanced view of the learners' abilities.</p> <p>At the end of each quarter (or semester), the parents (or the adult learner) receive a report (<i>bulletin</i>) detailing:</p> <ul style="list-style-type: none"> <li>• quarterly (or each semester) marks of the subjects taught;</li> <li>• the general quarterly (or each semester) mark;</li> <li>• remedial measures for unsatisfactory results.</li> </ul> <p>The report at the end of the school year also includes further details:</p> <ul style="list-style-type: none"> <li>• each subject's annual mark;</li> <li>• the general annual mark;</li> <li>• promotion decision (positive or not) to the higher class (at the third year of the lower cycle of technical secondary education).</li> </ul>

<b>Diplomas/certificates provided</b>	Not applicable
<b>Examples of qualifications</b>	Not applicable
<b>Progression opportunities for learners after graduation</b>	After successful completion of the lower cycle, learners can choose between technical (ESG) and vocational upper secondary programmes (DT, DAP, CCP).
<b>Destination of graduates</b>	Information not available
<b>Awards through validation of prior learning</b>	
<b>General education subjects</b>	 Languages, humanities and social sciences, mathematics and natural sciences
<b>Key competences</b>	Mathematics, languages, digital competences
<b>Application of learning outcomes approach</b>	 Teaching by competences is applied in the lower classes of technical secondary.  Competences refer to the ability of a learner to implement an organised set of knowledge, skills, and attitudes to provide an adequate response to a problem.  Competences sets describe the knowledge and competences that learners must master in a sustainable way at the end of the last 2 years of lower cycle of technical secondary education.  For language and mathematics, these sets are divided into two levels: basic set and advanced set.  The set of competences differs from the teaching programme, which describes the contents treated in each domain (maths, French, history, etc.).
<b>Share of learners in this programme type compared with the total number of VET learners</b>	At the beginning of school year 2022/23, lower technical secondary education represented 43,8% (63) of total learners in technical education including VET (lower and upper level) (64).  The total number of learners in lower technical secondary education has fallen slightly (-9.7%) since 2014/15; at that time 13 206 were registered in lower technical secondary education at the beginning of the school year and 11 926 in 2022/23.

[63] 2022/23.







[64] Number of learners by programmes, figures for the start of the school year - public and public schools applying the national curriculum only - excluding adult apprenticeship.

EQF 1

Integration classes

ISCED 254

## Integration classes (classe d'insertion) of the lower cycle of technical secondary education, EQF1, ISCED 254

<b>EQF level</b>	1	<b>ISCED-P 2011 level</b>	254
<b>Usual entry grade</b>	9 Counting of grades starts from age four when children enter pre-school, which is the first grade.	<b>Usual completion grade</b>	11 Counting of grades starts from age four when children enter pre-school, which is the first grade.
<b>Usual entry age</b>	12	<b>Usual completion age</b>	14
<b>Length of a programme (years)</b>	3		
<b>Is it part of compulsory education and training?</b>	 School attendance is compulsory between 4 and 16 ( <a href="#">Law adopted in July 2023</a> extends compulsory education to the age of 18, entering into force in 2026).	<b>Is it part of formal education and training system?</b>	
<b>Is it initial VET?</b>		<b>Is it continuing VET?</b>	
<b>Is it offered free of charge?</b>		<b>Is it available for adults?</b>	 Adults may attend the last year of the lower secondary education programme and then access the technical (ESG) and vocational upper secondary programmes (DT, DAP, CCP).
<b>ECVET or other credits</b>	Information not available		
<b>Learning forms (e.g. dual, part-time, distance)</b>	Information not available		







<b>Main providers</b>	Information not available
<b>Share of work-based learning provided by schools and companies</b>	Information not available
<b>Work-based learning type (workshops at schools, in-company training / apprenticeships)</b>	Information not available
<b>Main target groups</b>	<p>Programmes are available for young people and also for adults. For the latter, only the last year is available.</p> <p>Integration classes (<i>classe d'insertion</i>) of the lower cycle of technical secondary education have been created for learners who have a good academic record in their country of origin, but do not have a sufficient command of the languages used for tuition. Based on language skills gaps, learners receive intensive support in learning French or German.</p> <p>Class for newly arrived students (<i>classe d'accueil</i>) is a class for newly arrived children without the required language skills to join a regular class. Learners are taught French intensively and are introduced to Luxembourgish. The class council (<i>conseil de classe</i>) assesses each pupil's skills and decides on the best time for him/her to join the most appropriate class, depending on his/her language skills and general level.</p> <p>Integration classes for young adults (<i>classes d'accueil pour jeunes adultes</i> - CLIJA for 16- to 17-year-olds and CLIJAA for 17- to 24-year-olds) are classes for young adults newly arrived in the Grand Duchy of Luxembourg. These classes provide basic training in French which opens up access to technical secondary education.</p>
<b>Entry requirements for learners (qualification/education level, age)</b>	Learners must pass an admission test or admission by application.
<b>Assessment of learning outcomes</b>	Information not available
<b>Diplomas/certificates provided</b>	Not applicable
<b>Examples of qualifications</b>	Not applicable
<b>Progression opportunities for learners after graduation</b>	<p>After completion of the lower cycle, learners can choose between</p> <ul style="list-style-type: none"> <li>• technical upper secondary programmes and</li> <li>• vocational upper secondary programmes (DT, DAP, CCP).</li> </ul>
<b>Destination of graduates</b>	Information not available
<b>Awards through validation of prior learning</b>	Information not available



<b>General education subjects</b>	Information not available
<b>Key competences</b>	<p>Languages, citizenship education, mathematics</p> <p>Programmes and subjects are identical to those in the general “Orientation programme”.</p>
<b>Application of learning outcomes approach</b>	<p>Teaching by competences is applied in the lower classes of technical secondary.</p> <p>Competences refer to the ability of a learner to implement an organised set of knowledge, skills, and attitudes to provide an adequate response to a problem.</p> <p>Competence sets describe the knowledge and competences that learners must master in a sustainable way at the end of the last 2 years of lower technical secondary education.</p> <p>The set of competences differ from the teaching programme, which describe the contents treated in each domain (maths, French, history, etc.).</p>
<b>Share of learners in this programme type compared with the total number of VET learners</b>	Information not available

## EQF 4

General and  
technical  
school-based  
programmes (ESG),  
4 or 5 years,  
ISCED 354

### General and technical school-based programmes (Diplôme d'enseignement secondaire général) leading to EQF level 4, ISCED 354

<b>EQF level</b>	4	<b>ISCED-P 2011 level</b>	354
<b>Usual entry grade</b>	12 Counting of grades starts from age four when children enter pre-school, which is the first grade.	<b>Usual completion grade</b>	15 Counting of grades starts from age four when children enter pre-school, which is the first grade.
<b>Usual entry age</b>	15	<b>Usual completion age</b>	18 or 19
<b>Length of a programme (years)</b>	4-5		
<b>Is it part of compulsory education and training?</b>	 School attendance is compulsory between 4 and 16 ( <a href="#">Law adopted in July 2023</a> extends compulsory education to the age of 18, entering into force in 2026).	<b>Is it part of formal education and training system?</b>	
<b>Is it initial VET?</b>	 This programme is not considered as IVET at national level.	<b>Is it continuing VET?</b>	

Is it offered free of charge? 	Is it available for adults? 
<b>ECVET or other credits</b>	Information not available
<b>Learning forms (e.g. dual, part-time, distance)</b>	<p>The curriculum includes general and technical education; the latter includes practical and theoretical classes. There are in-company internships for some programmes:</p> <ul style="list-style-type: none"> <li>• general education</li> <li>• technical education (practical and theoretical classes)</li> <li>• in-company internships</li> </ul>
<b>Main providers</b>	Secondary schools
<b>Share of work-based learning provided by schools and companies</b>	Not available
<b>Work-based learning type (workshops at schools, in-company training / apprenticeships)</b>	<ul style="list-style-type: none"> <li>• practical training at school</li> <li>• in-company practice for some programmes</li> </ul>
<b>Main target groups</b>	Programmes are available for young people and some also for adults. Learners with immigration background and with special educational needs are also targeted.
<b>Entry requirements for learners (qualification/education level, age)</b>	Learners must have completed grade 11 of lower technical secondary education or equivalent.
<b>Assessment of learning outcomes</b>	<p>Learner assessment is mainly based on summative evaluations, i.e. periodical tests on contents which have been taught recently. Depending on the subjects, one, two or three tests may be organised quarterly.</p> <p>The quarterly report includes for each taught subject the average (out of 60) of classwork notes and other tests or assignments.</p> <p>At the end of each quarter (or semester), the parents (or the adult learner) receive a report (<i>bulletin</i>) mentioning among others:</p> <ul style="list-style-type: none"> <li>• quarterly (or each semester) marks of the subjects taught;</li> <li>• general quarterly (or each semester) mark;</li> <li>• remedial measures in case of unsatisfactory results.</li> </ul> <p>The report at the end of the school year also includes further details:</p> <ul style="list-style-type: none"> <li>• each subject's annual mark;</li> <li>• general annual mark;</li> <li>• promotion decision (positive or not) towards the higher class.</li> </ul>

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<b>Diplomas/certificates provided</b>	Learners who succeed in technical programmes are awarded a technical secondary school leaving diploma ( <i>diplôme de fin d'études secondaires générales</i> ). This diploma confers the same rights as that from general secondary education; graduates can enter the labour market or pursue higher education.
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<b>Examples of qualifications</b>	<p>Work in the administrative field in private companies or public institutions.</p> <ul style="list-style-type: none"><li>• Administrative and commercial division<ul style="list-style-type: none"><li>◦ Management</li><li>◦ Communication and organisation</li><li>◦ Finance</li><li>◦ Marketing, media and communication</li></ul></li><li>• Division of arts<ul style="list-style-type: none"><li>◦ Visual arts and communication</li><li>◦ Division of tourism and innkeeping</li><li>◦ Management of innkeeping</li></ul></li><li>• Division of health professions and social professions<ul style="list-style-type: none"><li>◦ Health professions and social professions</li><li>◦ Social science section</li><li>◦ Training of educators</li><li>◦ Training of nurses</li><li>◦ Health science section</li></ul></li><li>• General technical division<ul style="list-style-type: none"><li>◦ Engineering</li><li>◦ Architecture, design and sustainable development</li><li>◦ Computer science</li><li>◦ Natural sciences section</li><li>◦ Environmental sciences section</li><li>◦ Natural sciences, Computer science and math science section</li><li>◦ Technology, sport and health section</li></ul></li></ul>
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**Progression opportunities for learners after graduation**

Graduates have the possibility to follow Master craftsperson programmes at post-secondary level, 2-year higher technician programmes at tertiary level, or 3-year bachelor programmes. More specifically, depending on the strands followed (nationally referred to as '*divisions*'), graduates have following progression opportunities:

- administrative and commercial: graduates can pursue higher education in economics, law and accounting. They may work in administration in private companies or public institutions);
- healthcare and social professions: graduates can pursue higher education in these professions. Graduates in nursing education can continue their education as midwife or medical technical assistant in radiology. Graduates in educator training can continue their studies as a state-certified educator for a period of 1 year;
- general technical: graduates can pursue higher education in their specialties: engineering, natural science, architecture, design and sustainable development, computer science, environmental sciences);
- division of arts: graduates can pursue higher education in the same domain;
- division of tourism and hospitality: graduates can pursue higher education while preparing for the profession of manager in hospitality.

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**Destination of graduates**

Information not available

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**Awards through  
validation of prior  
learning**



Validation of prior learning (VAE) is a process which enables professional and non-professional experience to be recognised with a view to obtaining all or part of a technical secondary school leaving diploma (*diplôme de fin d'études secondaires générales*).

Individuals who have at least 3 years (5 000 hours) of paid, unpaid or voluntary work (whether continuous or not) directly related to the requested qualification, may request validation of prior learning from the Ministry of Education. [The 2008 legislation](#) reforming VET and [the Regulation of 2010](#) define the procedure for the validation of prior learning to obtain all or part of a technical secondary leaving diploma, a VET diploma or certificate (technician diploma (DT), vocational aptitude diploma (DAP) and vocational capacity certificate (CCP)) or a master craftsmanship. Validation of prior learning is a two-step procedure that recognises the value of formal, non-formal and informal education and experience (professional and non-professional). As a first step, the application must be declared eligible. Next, the applicant must file a validation request which is submitted for analysis and decision to a validation commission. Throughout the validation procedure, candidates must prove their knowledge, competences, and skills in line with the curricula of the relevant qualification. Only qualifications for which an entire programme cycle has been completed by at least one cohort of graduates can be validated via the VAE procedure.

[The Regulation of 2017](#) specifies that, during validation of prior learning, the Ministry of Education offers support to candidates through either collective workshop or personalised interviews with a coach nominated by the minister. If all conditions are met, the procedure leads to a certificate or diploma, or to a part thereof (to be completed within 3 years after the validation).

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**General education  
subjects**



The curriculum includes general and vocational (nationally referred to as technical) education; the latter includes practical and theoretical classes. General education includes languages, mathematics and, depending on the division, history, physics, etc.

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**Key competences**

Information not available

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**Application of learning  
outcomes approach**



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**Share of learners in  
this programme type  
compared with the  
total number of VET  
learners**

Technical programmes (upper secondary level) represented at the beginning of school year 2022/23, 56.2% (65) of all VET upper secondary technical education (including IVET) (66) and 31.0% of all upper secondary education.

The total number of learners in technical secondary education (upper levels) has increased since 2014/15. At that time, 6 797 learners were registered in technical secondary education programmes at the beginning of the school year, rising to 8 617 in 2022/23, a 26.8% increase.

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[65] 2022/23.

[66] Number of learners by programmes, figures for the start of the school year - public and public schools applying the national curriculum only - excluding adult apprenticeship.



EQF 4
Technician programmes (DT), 4 years, WBL % varies ISCED 354

## Technician programmes (le diplôme de technicien), leading to EQF level 4, ISCED 354

<b>EQF level</b>	4	<b>ISCED-P 2011 level</b>	354
<b>Usual entry grade</b>	12 Counting of grades starts from age four when children enter pre-school, which is the first grade.	<b>Usual completion grade</b>	15 Counting of grades starts from age four when children enter pre-school, which is the first grade.
<b>Usual entry age</b>	15	<b>Usual completion age</b>	18
<b>Length of a programme (years)</b>	4		
<b>Is it part of compulsory education and training?</b>	 School attendance is compulsory between 4 and 16 ( <a href="#">Law adopted in July 2023</a> extends compulsory education to the age of 18, entering into force in 2026).	<b>Is it part of formal education and training system?</b>	
<b>Is it initial VET?</b>		<b>Is it continuing VET?</b>	
<b>Is it offered free of charge?</b>			

**ECVET or other credits** Information not available

<b>Learning forms (e.g. dual, part-time, distance)</b>	<p>The technician programme is mainly offered as:</p> <ul style="list-style-type: none"> <li>• a full-time track (<i>filière de plein exercice</i>), where all training occurs in an education institution and includes a minimum job placement of 12 weeks; some other programmes are carried out under an apprenticeship contract.</li> <li>• The offer of apprenticeship programmes in the concomitant track (learning in school and in an enterprise takes place in parallel throughout the year, <i>filière concomitante</i>) or mixed track (theoretical and practical training in school in the first years and last years with the concomitant track, <i>filière mixte</i>) has been extended since 2015/16.</li> </ul>
<b>Main providers</b>	<ul style="list-style-type: none"> <li>• secondary schools</li> <li>• companies/ training centres/ public administrations</li> </ul>
<b>Share of work-based learning provided by schools and companies</b>	Information not available
<b>Work-based learning type (workshops at schools, in-company training / apprenticeships)</b>	<ul style="list-style-type: none"> <li>• practical training at school</li> <li>• in-company practice</li> </ul>
<b>Main target groups</b>	Programmes are available for young people and also for adults, including learners with special educational needs and immigration background.
<b>Entry requirements for learners (qualification/education level, age)</b>	<p>Guidance towards vocational programmes (including DT) takes place at the end of third year of lower technical secondary education upon decision of the class council based on the assessment reports of the whole academic year.</p> <p>Learners of at least sixteen years who have not successfully completed the third year of lower technical secondary education may be admitted upon individual decision, subject to a letter from the Director of Vocational Training department to an admissions committee and the guidance department of the PES.</p>

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**Assessment of learning outcomes**

Since the entry into force of the 2008 reform, the VET programmes (technician diploma (DT), vocational aptitude diploma (DAP) and vocational capacity certificate (CCP)) have been organised into modules (fundamental, complementary, optional and preparatory). For each module, an assessment framework has been set up including the various skills to be mastered.

At the end of each semester, the parents (or the adult learner) receive a report (*bulletin*) attesting to the learner's progress. The semester report includes for each module a summative evaluation (out of 60) based on the assessment of each skill included in the module.

Successful work-based modules remain valid throughout life. If a student has not passed a module, he or she has the possibility to take it again without having to repeat a whole school year.

A first decision to move on takes place at the end of the first year based on the compulsory modules followed during the first year. An interim assessment is drawn up at the end of the second academic year to decide on the moving to the third year. The assessment is based on the learner's results in the compulsory modules (67) as planned in the curriculum during the first and second years. A second decision to move on takes place at the end of the third year, based on the compulsory modules followed during the third year. A final assessment is made at the end of the programmes taking into account compulsory modules followed during the third and fourth years. Neither the final integrated project nor the intermediate project is taken into account.

Assessments are successful if the following conditions are met:


- 90% success in compulsory modules;
- 90% success in compulsory work-based modules;
- none of the complementary modules should have a score below 20 points out of 60;
- success in all fundamental modules.




If the interim assessment is successful, the complementary modules that are not passed do not need to be taken again.

Technician programmes also foresee integrated projects in the middle and at the end (68). These integrated projects aim to monitor whether the learner has developed the complex skills needed to solve a real or simulated work situation. An integrated project can be spread over a maximum duration of 3 days (24 hours - max 8 hours per day) for technician programmes. This project allows learners to demonstrate the acquisition of required skills in a professional situation. The final integrated project is a compulsory module for these programmes.

Learners can participate in the final integrated project only if they have been successful at the final assessment.

The intermediary integrated project is a compulsory module for programme under an apprenticeship contract that takes place at the end of the second year.

<b>Diplomas/certificates provided</b>	The technician diploma (DT) certifies that the holder is competent to perform the trade/profession in question. It differs from the programme leading to the vocational aptitude diploma (DAP) (69) by in-depth and diversified competences as well as in-depth general education.
<b>Examples of qualifications</b>	Technician in agriculture, electrical engineering in communication, civil engineering.
<b>Progression opportunities for learners after graduation</b>	<p>Technician programme graduates may progress to:</p> <ul style="list-style-type: none"> <li>• the third year of the technical upper secondary programme (ESG);</li> <li>• or follow a 1-year optional preparatory modules allowing them to enter tertiary education.</li> </ul>
<b>Destination of graduates</b>	Information not available
<b>Awards through validation of prior learning</b>	<p></p> <p>Validation of prior learning (VAE) is a process which enables professional and non-professional experience to be recognised with a view to obtaining all or part of a Technician diploma.</p> <p>Individuals who have at least 3 years (5 000 hours) of paid, unpaid or voluntary work (whether continuous or not) directly related to the requested qualification may request certification from the Ministry of Education. <a href="#">The 2008 legislation</a> reforming VET and <a href="#">the Regulation of 2010</a> define the procedure for the validation of prior learning to obtain all or part of a technical secondary leaving diploma, a VET diploma or certificate (technician diploma (DT), vocational aptitude diploma (DAP) and vocational capacity certificate (CCP)) or a master craftsmanship. Validation of prior learning is a two-step procedure that recognises the value of formal, non-formal and informal education and experience (professional and non-professional). As a first step, the application must be declared eligible. Next, the applicant must file a validation request which is submitted for analysis and decision to a validation commission. Throughout the validation procedure, candidates must prove their knowledge, competences, and skills in line with the curricula of the relevant qualification. Only qualifications for which an entire programme cycle has been completed by at least one cohort of graduates can be validated via the VAE procedure.</p> <p><a href="#">The Regulation of 2017</a> specifies that, during validation of prior learning, the Ministry of Education offers support to candidates through either collective workshop or personalised interviews with a coach nominated by the minister. If all conditions are met, the procedure leads to a certificate or diploma, or to a part thereof (to be completed within 3 years after the validation).</p>

<b>General education subjects</b>	 <p>Languages, citizenship education, health education, sports education</p> <p>In comparison to the vocational DAP programme, the technician programme offers more in-depth general education</p>
<b>Key competences</b>	 <p>Languages, citizenship education</p>
<b>Application of learning outcomes approach</b>	 <p>The <a href="#">major VET reform of 2008</a> implemented between 2010/11 and 2013/14, led to replace teaching by subject with teaching by units and modules. Each module focuses on concrete professional situations and aims at developing several skills; the learning outcomes to be acquired (competences and knowledge) are defined for each module.</p> <p>The learner acquires theoretical knowledge as well as practical application. There are three types of modules:</p> <ul style="list-style-type: none"> <li>• fundamental modules (compulsory): in the event of failure, they cannot be compensated and must be made up in the following semester in remedial modules;</li> <li>• complementary modules (compulsory): in the event of failure, they can be recovered later during the whole duration of the programme;</li> <li>• optional and preparatory modules: they broaden the domains of training or prepare for potential tertiary studies.</li> </ul>
<b>Share of learners in this programme type compared with the total number of VET learners</b>	<p>At the beginning of the school year 2022/23, the number of learners registered in technician programmes (upper secondary level) represented:</p> <ul style="list-style-type: none"> <li>• 10.3% of all upper secondary learners;</li> <li>• 18.6% of all learners following upper secondary technical education (including VET);</li> <li>• 42.6% of all learners registered in VET programmes (DT, DAP, CCP) (70).</li> </ul> <p>The total number of learners in technician programmes (upper level) has fallen (-20.8%) between 2014/15 (3 606 learners) and 2022/23 (2 857).</p>

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- [67] Compulsory modules comprise fundamental and complementary modules.
- [68] [Regulation of 15 August 2019 and repealing the Regulation of 31 August 2016](#) on the evaluation and promotion of vocational training students. [Regulation of 31 August 2016](#) on the assessment and promotion of vocational training students and repealing the Regulation of 9 July 2013 SCL (2016e).
- [69] *Diplôme d'aptitude professionnelle* (DAP).
- [70] Number of learners by programmes, figures for the start of the school year - public and public schools applying the national curriculum only - excluding adult apprenticeship.

## EQF 3

Vocational programmes (DAP),





3 years,

WBL % varies

ISCED 353

### Vocational aptitude diploma programmes (diplôme d'aptitude professionnelle, DAP) leading to EQF level 3, ISCED 353

<b>EQF level</b>	3	<b>ISCED-P 2011 level</b>	353
<b>Usual entry grade</b>	12 Counting of grades starts from age four when children enter pre- school, which is the first grade.	<b>Usual completion grade</b>	14 Counting of grades starts from age four when children enter pre-school, which is the first grade.
<b>Usual entry age</b>	15	<b>Usual completion age</b>	17
<b>Length of a programme (years)</b>	3		

Is it part of compulsory education and training?	Y School attendance is compulsory between 4 and 16 ( <a href="#">Law adopted in July 2023</a> extends compulsory education to the age of 18, entering into force in 2026).	Is it part of formal education and training system?	
Is it initial VET?		Is it continuing VET?	
Is it offered free of charge?		Is it available for adults?	Y <b>Adult apprenticeship</b>  Adults (those 18 years old and above), having left school more than one year before and willing to learn a trade or to change their career, can follow an 'adult apprenticeship' leading to the vocational aptitude diploma DAP (Vocational capacity certificate ( <i>certificat de capacité professionnelle</i> , CCP)). This is available both to job holders and seekers registered at the public employment service. Upon proof of certain work experience, a dedicated committee may guide the adult learner to a suitable grade. The committee includes representatives of the Ministry of Education, Vocational Training Service, Ministry of Labour, guidance service of the employment service, Chamber of Commerce, Chamber of Skilled Trades and Crafts, Chamber of Agriculture, and Chamber of Employees.  Theory training takes place in a technical secondary school or at the national continuing vocational training centre. The practical part is apprenticeship in an enterprise. Adult apprentices receive wages equal to the minimum wage for unskilled workers (EUR 2 387.40, 1 January 2023) as defined in a <a href="#">2010 Regulation</a> .  The 2008 reform introduced a modular system for apprenticeship, which guarantees the validity of any module acquired during initial training for a certain period, aiding access to lifelong learning. Successful work-based modules remain valid throughout life.  <b>Vocational programmes for adults: evening</b>

## classes

Within vocational programmes, employed adults can undertake in the first year a vocational aptitude diploma (DAP) as administrative and commercial agent. The theoretical part is provided through evening classes in a technical secondary school. The practical part is acquired through full-time employment in a company. After the first year of DAP evening classes, adults can continue the second and third years DAP under an adult apprenticeship contract.

## Vocational programmes for adults: on-the-job training

The nursing assistant vocational aptitude diploma can be obtained through on-the-job training. This training is suitable for those with some work experience in the care sector, who have not had the opportunity to undertake IVET. The 3-year training course leads to a nursing assistant DAP. Applicants must fulfil admission criteria such as professional experience of minimum 2 500 hours in the care sector, an employment contract (minimum 50% part-time) and the agreement of their employer.

ECVET or other credits    Information not available

### Learning forms (e.g. dual, part-time, distance)

- school-based learning;
- work practice (practical training at school and in-company practice);
- apprenticeships.

### DAP Vocational programmes can be followed in one of three different tracks:

- the concomitant track (*filière concomitante*), where learning in school and in an enterprise takes place in parallel throughout the apprenticeship. Depending on the profession, the two parts can be organised as day-release (such as 2 days per week in school and 3 days in an enterprise) or block-release (for example, 9 weeks at school and 9 weeks in an enterprise); the allocated time may also vary depending on the profession;
- the mixed track (*filière mixte*), which is suitable for some professions. This programme offers theoretical and practical training in school in the first year. After completion of the school-based part, training is continued in line with the concomitant track;
- the full-time track (*filière de plein exercice*), where all training occurs in an educational institution, with 12 weeks of practical training or more within an apprenticeship or internship contract.

The shares of general education, VET theory and practice in vocational programme curricula vary by trade/profession. Vocational learning ratios (practical training in companies and in vocational training school) for each trade/profession are defined by the Ministry of Education on the advice of professional chambers.



<b>Main providers</b>	<ul style="list-style-type: none"> <li>• Technical secondary schools</li> <li>• Companies/administration</li> </ul>
<b>Share of work-based learning provided by schools and companies</b>	Varies
<b>Work-based learning type (workshops at schools, in-company training / apprenticeships)</b>	<ul style="list-style-type: none"> <li>• practical training at school</li> <li>• in-company practice</li> </ul>
<b>Main target groups</b>	Programmes are available for young people and also for adults, including learners with special educational needs and immigration background.
<b>Entry requirements for learners (qualification/education level, age)</b>	<p>Guidance towards vocational programmes takes place at the end of the last year of lower technical secondary education upon decision of the class council based on the assessment reports of the whole academic year.</p> <p>Learners of at least sixteen years who have not successfully completed the third year of lower technical secondary education may be admitted upon individual decision, subject to a letter from the Director of Vocational Training department to an admissions committee and the guidance department of the PES.</p> <p>Except for admission criteria, there are no differences between apprenticeships for adults and young people. Those aged 18 and above, having left school more than 1 year before and willing to learn a trade or to change their career, can follow an 'adult apprenticeship' leading to DAP.</p>
<b>Assessment of learning outcomes</b>	<p>Since the entry into force of the 2008 reform, VET programmes (technician diploma (DT), vocational aptitude diploma (DAP) and vocational capacity certificate (CCP)) have been organised into modules (fundamental, complementary and optional). For each module, an assessment framework has been set up including the various skills to be mastered at the end of each of them.</p> <p>At the end of each semester, the parents (or the adult learner) receive a report (<i>bulletin</i>) attesting to the learner's progress. The semester report includes for each module a summative evaluation (out of 60) based on the assessment of each skill included in the module.</p> <p>Successful work-based modules remain valid throughout life. If a student has not passed a module, he or she has the possibility to make up for it without having to repeat a whole school year.</p> <p>An interim assessment is drawn up at the end of the first academic year to decide on moving to the second year.</p> <p>The assessment is based on learner's results in the compulsory modules (71) as planned in the curriculum during the first year (except for the full-time internship in company programmes).</p> <p>Interim assessment is successful if the following conditions are met:</p>

- 85% success in compulsory modules;
- 85% success in compulsory work-based modules;
- none of the complementary modules should have a score below 20 points;
- success in all fundamental modules.

If the interim assessment is successful, the failed complementary modules do not need to be made up (re-taken).

A decision to move on takes place at the end of the second year based on the compulsory modules followed during the second year.

A final assessment is made at the end of the programmes taking into account compulsory modules followed during the second and third years. Neither the placements in companies nor the intermediate project are considered.

Final assessment is successful if the following conditions are met:

- 90% success in compulsory modules;
- 90% success in compulsory vocational modules;
- none of the complementary modules should have a score below 20 points;
- success of all fundamental modules.


Vocational programmes leading to a vocational aptitude diploma also foresee integrated projects in the middle and at the end (72) . These integrated projects aim to monitor whether the learner has developed the complex skills needed to solve a real or simulated work situation. An integrated project can be spread over a maximum duration of 3 days (24 hours - max 8 hours per day) for programmes leading to vocational aptitude diploma. This project allows learners to demonstrate the acquisition of required skills in a professional situation. The final integrated projects is a compulsory module for these programmes.

Learners can participate to the final integrated project only if they have been successful at the final assessment.

The intermediary integrated project is a compulsory module for programmes under an apprenticeship contract that takes place in the middle of the second year.

<b>Diplomas/certificates provided</b>	Graduates receive the vocational aptitude diploma ( <i>diplôme d'aptitude professionnelle</i> , DAP). This diploma certifies that the holder has the skills to perform the trade/profession in question as a skilled worker on the labour market.
<b>Examples of qualifications</b>	Hairdresser, assistant nurse, administrative and commercial agent, butcher, bricklayer, architectural drafter, aircraft mechanic.

<b>Progression opportunities for learners after graduation</b>	<ul style="list-style-type: none"> <li>• This diploma certifies that the holder has the skills to perform the trade/profession in question as a skilled worker on the labour market.</li> <li>• DAP graduates may progress: <ul style="list-style-type: none"> <li>◦ to the third year of a technician programme (DT) in the same field of study;</li> <li>◦ the third year of the technical secondary programme;</li> <li>◦ or enter a master craftsman programme;</li> <li>◦ subject to completing supplementary preparatory modules, they can also pursue higher technical studies (<i>études techniques supérieures</i>, ISCED 550 or 650).</li> </ul> </li> </ul>
<b>Destination of graduates</b>	Information not available
<b>Awards through validation of prior learning</b>	<p>Y</p> <p>Validation of prior learning (VAE) is a process which enables professional and non-professional experience to be recognised with a view to obtaining all or part of a vocational aptitude diploma (<i>diplôme d'aptitude professionnelle</i>, DAP).</p> <p>Individuals who have at least 3 years (5 000 hours) of paid, unpaid or voluntary work (whether continuous or not) directly related to the requested qualification may request certification from the Ministry of Education. <a href="#">The 2008 legislation</a> reforming VET and <a href="#">the Regulation of 2010</a> define the procedure for the validation of prior learning to obtain all or part of a technical secondary leaving diploma, a VET diploma or certificate (technician diploma (DT), vocational aptitude diploma (DAP) and vocational capacity certificate (CCP)) or a master craftsmanship. Validation of prior learning is a two-step procedure that recognises the value of formal, non-formal and informal education and experience (professional and non-professional). As a first step, the application must be declared eligible. Next, the applicant must file a validation request which is submitted for analysis and decision to a validation commission. Throughout the validation procedure, candidates must prove their knowledge, competences, and skills in line with the curricula of the relevant qualification. Only qualifications for which an entire programme cycle has been completed by at least one cohort of graduates can be validated via the VAE procedure.</p> <p><a href="#">The Regulation of 2017</a> specifies that, during validation of prior learning, the Ministry of Education offers support to candidates through either collective workshop or personalised interviews with a coach nominated by the Minister. If all conditions are met, the procedure leads to a certificate or diploma, or to a part thereof (to be completed within 3 years after the validation).</p>
<b>General education subjects</b>	<p>✓</p> <p>The general education for the DAP programme includes a module on citizenship education, health education as well as French or German and sports education. In comparison to the curricular of the CCP programme, credit units and modules are more detailed and extensive.</p>

<b>Key competences</b>	Y The general education for the DAP programme includes a module on citizenship education as well as French or German.
<b>Application of learning outcomes approach</b>	 <p>The <a href="#">major VET reform of 2008</a> implemented between 2010/11 and 2013/14, led to replace teaching by subject with teaching by units and modules. Each module focuses on concrete professional situations and aims at developing several skills; the learning outcomes to be acquired (competences and knowledge) are defined for each module.</p> <p>The learner acquires theoretical knowledge as well as practical application.</p> <p>There are three types of modules:</p> <ul style="list-style-type: none"> <li>• Fundamental modules (compulsory): in the event of failure, they cannot be compensated and must be made up in the following semester in remedial modules;</li> <li>• Complementary modules (compulsory): in the event of failure, they can be retaken later during the duration of the programme;</li> <li>• Optional and preparatory modules: they broaden the domains of training or prepare for potential tertiary studies.</li> </ul>
<b>Share of learners in this programme type compared with the total number of VET learners</b>	<p>At the beginning of school year 2022/23, the number of learners registered in DAP programmes represented:</p> <ul style="list-style-type: none"> <li>• 11.8% of all upper secondary learners,</li> <li>• 21.4% of all learners following upper secondary technical education (including VET)</li> <li>• 49.0% of all learners registered in VET programmes (DT, DAP, CCP) (73) .</li> </ul> <p>The total number of learners in DAP programmes has slightly fallen (-11.3%) between 2014/2015 (3 707 learners) and 2022/23: 3 287 learners.</p>
<hr/> <p>[71] Compulsory modules comprise fundamental and complementary modules.</p> <p>[72] <a href="#">Regulation of 15 August 2019</a> on the evaluation and promotion of vocational training students and repealing the Regulation of 31 August 2016 on the evaluation and promotion of vocational training students. SCL (2016e), and <a href="#">Regulation of 31 August 2016</a> on the assessment and promotion of vocational training students and repealing the Regulation of 9 July 2013.</p> <p>[73] Number of learners by programmes, figures for the start of the school year - public and public schools applying the national curriculum only - excluding adult apprenticeship.</p>	

## EQF 2



Vocational programmes (CCP),





3 years,

WBL % varies

ISCED 353

### Vocational capacity certificate's programmes (certificat de capacité professionnelle, CCP) leading to EQF level 2, ISCED 353

EQF level	2	ISCED-P 2011 level	353
<b>Usual entry grade</b>	12 Counting of grades starts from age four when children enter pre-school, which is the first grade.	<b>Usual completion grade</b>	14 Counting of grades starts from age four when children enter pre-school, which is the first grade.
<b>Usual entry age</b>	15	<b>Usual completion age</b>	17
<b>Length of a programme (years)</b>	3		
<b>Is it part of compulsory education and training?</b>	 School attendance is compulsory between 4 and 16 ( <a href="#">Law adopted in July 2023</a> extends compulsory education to the age of 18, entering into force in 2026).	<b>Is it part of formal education and training system?</b>	

Is it initial VET?		Is it continuing VET?	
Is it offered free of charge?		Is it available for adults?	
<p><b>Adult apprenticeship</b></p> <p>Adults (aged 18 and above) having left school more than 1 year before and willing to learn a trade or to change their career, can follow an ‘adult apprenticeship’ leading to CCP. This is available both to job holders and seekers registered at the public employment service. Upon proof of certain work experience, a dedicated committee may guide the adult learner to a suitable grade. The committee includes representatives of the Ministry of Education, Vocational Training Service, Ministry of Labour, guidance service of the employment service, Chamber of Commerce, Chamber of Skilled Trades and Crafts, Chamber of Agriculture, and Chamber of Employees.</p> <p>Theory training takes place in a technical secondary school or at the national continuing vocational training centre. The practical part is apprenticeship in an enterprise. Adult apprentices receive wages equal to the minimum wage for unskilled workers (EUR 2 387.40, 1 January 2023) as defined in a <a href="#">2010 Regulation</a>.</p> <p>The 2008 reform introduced a modular system for apprenticeship, which guarantees the validity of any module acquired during initial training for a certain period, easing access to lifelong learning or return to initial VET under adult apprenticeship. Successful work-based modules remain valid throughout life.</p>			
<b>ECVET or other credits</b>	Information not available		

<b>Learning forms (e.g. dual, part-time, distance)</b>	<ul style="list-style-type: none"> <li>• school-based learning;</li> <li>• work practice (practical training at school and in-company practice);</li> <li>• apprenticeships.</li> </ul> <p>Vocational CCP programmes can be followed in the concomitant track (<i>filière concomitante</i>), where learning in school and in an enterprise takes place in parallel throughout the apprenticeship. Depending on the profession, the two parts can be organised as day-release (such as 2 days per week in school and 3 days in an enterprise) or block-release scheme (for example, 9 weeks at school and 9 weeks in an enterprise); the allocated time may also vary depending on the profession;</p> <p>The shares of general education, VET theory and practice in vocational programme curricula vary by trade and occupation. Vocational learning ratios (practical training in companies and in vocational training school) for each trade/profession are defined by the Ministry of Education on the advice of professional chambers.</p>
<b>Main providers</b>	<ul style="list-style-type: none"> <li>• Technical secondary schools</li> <li>• Companies/administration</li> </ul>
<b>Share of work-based learning provided by schools and companies</b>	Varies
<b>Work-based learning type (workshops at schools, in-company training / apprenticeships)</b>	<ul style="list-style-type: none"> <li>• practical training at school</li> <li>• in-company practice</li> </ul>
<b>Main target groups</b>	Programmes are available for young people and also for adults, including learners with special educational needs and immigration background.
<b>Entry requirements for learners (qualification/education level, age)</b>	<p>Guidance towards vocational programmes takes place at the end of the third year of lower technical secondary education upon decision of the Class Council based on the assessment reports for the whole academic year.</p> <p>Learners of at least sixteen years who have not successfully completed the third year of lower technical secondary education may be admitted upon individual decision, subject to a letter from the Director of Vocational Training department to an admissions committee and the guidance department of the PES.</p> <p>Except for admission criteria, there are no differences between apprenticeships for adults and young people. Those aged 18 and above, having left school more than 1 year before and willing to learn a trade or to change their career, can follow an 'adult apprenticeship' leading to CCP.</p>

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**Assessment of learning outcomes**

Since the entry into force of the 2008 reform, VET programmes (technician diploma (DT), vocational aptitude diploma (DAP) and vocational capacity certificate (CCP)) have been organised into modules (compulsory and optional). For each module, an assessment framework has been set up including the various skills to be mastered at the end of each.

At the end of each semester, the parents (or the adult learner) receive a report (*bulletin*) attesting to the learner's progress. The semester report includes for each module a summative evaluation (out of 60) based on the assessment of each skill included in the module.

Successful work-based modules remain valid throughout life.

If a student has not passed a module, he or she has the possibility to make up for it without having to repeat a whole school year.

An interim assessment is drawn up at the end of the first academic year to decide on moving to the next year.

The assessment is based on the learner's results in the compulsory modules (74) as planned in the curriculum during the first year.

Interim assessments are successful if the following conditions are met:

- 80% success in compulsory modules;
- None of the compulsory modules should have a score below 20 points.

If the interim assessment is successful, the failed compulsory modules do not need to be made up.

A decision to moving up to the next year place at the end of the second year is based on the compulsory modules followed during the second year.

A final assessment is made at the end of the programmes, taking into account compulsory modules followed during the second and third years.

Final assessment is successful if the following conditions are met:

- 80% success in compulsory modules;
- None of the compulsory modules should have a score below 20 points;

Vocational programmes leading to a vocational capacity certificate (CCP) also foresee integrated projects at the end of the programme (75). These integrated projects aim to monitor whether the learner has developed the complex skills needed to solve a real or simulated work situation. For programmes leading to a vocational capacity certificate, the integrated project is spread over a maximum duration of 12 hours (max 8 hours per day). This project allows learners to demonstrate the acquisition of required skills in a professional situation. The final integrated projects are a compulsory module for these programmes. Learners can participate to the final integrated project if they have been successful at the final assessment.



<b>Diplomas/certificates provided</b>	<p>Graduates receive the vocational capacity certificate (<i>certificat de capacité professionnelle</i>, CCP). This certificate prepares learners for the labour market and attests that the holder has the social and basic practical skills for a trade/profession as a semi-skilled worker. After 2 years of working experience in this trade/profession, the holder is considered a skilled worker.</p>
<b>Examples of qualifications</b>	<p>Bicycle mechanic, household aid, florist assistant, gardener assistant, plasterer.</p>
<b>Progression opportunities for learners after graduation</b>	<ul style="list-style-type: none"> <li>• This programme prepares learners for the labour market and leads to the vocational capacity certificate (<i>certificat de capacité professionnelle</i>, CCP). It is designed for learners who are less likely to cope with other vocational programmes. This certificate attests that the holder has the social and basic practical skills for a trade/profession as a semi-skilled worker. After 2 years of working experience in this trade/profession, the holder is considered a skilled worker.</li> <li>• Learners graduating from CCP can progress to the second year of the DAP programme in the same field.</li> </ul>
<b>Destination of graduates</b>	<p>Information not available</p>

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**Awards through  
validation of prior  
learning**



Validation of prior learning (VAE) is a process which enables professional and non-professional experience to be recognised with a view to obtaining all or part of a vocational capacity certificate (*certificat de capacité professionnelle*, CCP).

Individuals who have at least 3 years (5 000 hours) of paid, unpaid or voluntary work (whether continuous or not) directly related to the requested qualification may request certification from the Ministry of Education. [The 2008 legislation](#) reforming VET and [the Regulation of 2010](#) define and stipulate the procedure for the validation of prior learning to obtain all or part of a technical secondary leaving diploma, a VET diploma or certificate (technician diploma (DT), vocational aptitude diploma (DAP) and vocational capacity certificate (CCP)) or a master craftsmanship. Validation of prior learning is a two-step procedure that recognises the value of formal, non-formal and informal education and experience (professional and non-professional). As a first step, the application must be declared eligible. Next, the applicant must file a validation request which is submitted for analysis and decision to a validation commission. Throughout the validation procedure, candidates must prove their knowledge, competences, and skills in line with the curricula of the relevant qualification. Only qualifications for which an entire programme cycle has been completed by at least one cohort of graduates can be validated via the VAE procedure.

[The Regulation of 2017](#) specifies that during validation of prior learning the Ministry of Education offers support to candidates through either collective workshop or personalised interviews with a coach nominated by the minister. If all conditions are met, the procedure leads to a certificate or diploma, or to a part thereof (to be completed within 3 years after the validation).

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**General education  
subjects**



Citizenship education

Health education

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**Key competences**



The general education part includes a module on citizenship education.

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**Application of learning  
outcomes approach**



The [major VET reform of 2008](#) implemented between 2010/11 and 2013/14, led to replace teaching with teaching by units and modules. Each module focuses on concrete professional situations and aims at developing several skills; the learning outcomes to be acquired (competences and knowledge) are defined for each module.

The learner acquires theoretical knowledge as well as practical application.

There are two types of modules:

- compulsory modules;
- optional modules: these broaden the domains of training.

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**Share of learners in  
this programme type  
compared with the  
total number of VET  
learners**




At the beginning of the school year 2020/21, the number of learners registered in CCP programmes represented:

- 2.0% of all upper secondary learners;
- 3.7% of all learners following upper secondary technical education (including VET);
- 8.4% of all learners registered in VET programmes (DT, DAP and CCP).

The total number of learners in CCP programmes (upper level) has fallen between 2014/15 (557 learners) and 2018/19 (512 learners) and recorded positive development in 2022/23 (565 learners) with some small variations in between.

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- [74] CCP programmes are made of compulsory and optional modules.
- [75] [Regulation of 15 August 2019 and repealing the Regulation of 31 August 2016](#) on the evaluation and promotion of vocational training students.

## Optional preparatory modules - Modules préparatoires aux études techniques supérieures

<b>EQF level</b>	Not applicable	<b>ISCED-P 2011 level</b>	Not applicable
<b>Usual entry grade</b>	14 or 15 Counting of grades starts from age four when children enter pre-school, which is the first grade.	<b>Usual completion grade</b>	14 or 15 Counting of grades starts from age four when children enter pre-school, which is the first grade.
<b>Usual entry age</b>	18	<b>Usual completion age</b>	Not applicable
<b>Length of a programme (years)</b>	Not applicable		
<b>Is it part of compulsory education and training?</b>		<b>Is it part of formal education and training system?</b>	Information not available
<b>Is it initial VET?</b>	Information not available	<b>Is it continuing VET?</b>	Information not available
<b>Is it offered free of charge?</b>		<b>Is it available for adults?</b>	
<b>ECVET or other credits</b>	Information not available		
<b>Learning forms (e.g. dual, part-time, distance)</b>	School-based learning (English, German, French and Maths)		
<b>Main providers</b>	<ul style="list-style-type: none"> <li>• Technical secondary schools for learners following technician programmes</li> <li>• National Centre for Continuing Vocational Training (CNFPC), for learners who have not taken or passed all the preparatory modules.</li> </ul>		
<b>Share of work-based learning provided by schools and companies</b>	Information not available		

<b>Work-based learning type (workshops at schools, in-company training / apprenticeships)</b>	Information not available
<b>Main target groups</b>	Programmes are available for young people and also for adults.
<b>Entry requirements for learners (qualification/education level, age)</b>	<p>To enter these optional preparatory modules:</p> <ul style="list-style-type: none"> <li>• at technical secondary school, learners have to attend the third year of a technician programme</li> <li>• at the National Centre for Continuing Vocational Training: <ul style="list-style-type: none"> <li>◦ learners must have graduated from a vocational aptitude diploma (DAP);</li> <li>◦ have already completed some of these optional modules in secondary school programmes;</li> <li>◦ have passed the final assessment of the technician programme, but not yet the final integrated project (PIF).</li> </ul> </li> </ul>
<b>Assessment of learning outcomes</b>	Information not available
<b>Diplomas/certificates provided</b>	In order to certify access to higher technical studies in the corresponding specialty, learners must have passed all the preparatory modules in a language (German, French or English) and all the preparatory modules in mathematics as described in the timetable of the relevant curricula.
<b>Examples of qualifications</b>	Not applicable
<b>Progression opportunities for learners after graduation</b>	Successful completion of the optional preparatory modules provides the graduates access to tertiary programmes.
<b>Destination of graduates</b>	Information not available
<b>Awards through validation of prior learning</b>	Information not available
<b>General education subjects</b>	Information not available
<b>Key competences</b>	Information not available
<b>Application of learning outcomes approach</b>	Information not available
<b>Share of learners in this programme type compared with the total number of VET learners</b>	Information not available.





EQF 5

Higher technician  
programmes (BTS),

2 years

ISCED 554

## Higher technician programme (Brevet de technicien supérieur, BTS) leading to EQF level 5, ISCED 554

<b>EQF level</b>	5	<b>ISCED-P 2011 level</b>	554
<b>Usual entry grade</b>	15 Counting of grades starts from age four when children enter pre-school, which is the first grade.	<b>Usual completion grade</b>	17 Counting of grades starts from age four when children enter pre-school, which is the first grade.
<b>Usual entry age</b>	19-20	<b>Usual completion age</b>	21-22
<b>Length of a programme (years)</b>	2		
<b>Is it part of compulsory education and training?</b>		<b>Is it part of formal education and training system?</b>	
<b>Is it initial VET?</b>	Information not available	<b>Is it continuing VET?</b>	Information not available
<b>Is it offered free of charge?</b>	 EUR 100 per semester.  Depending on the programme there may be additional costs varying between EUR 50 and EUR 250.	<b>Is it available for adults?</b>	
<b>ECVET or other credits</b>	120-135 credits (76)		
<b>Learning forms (e.g. dual, part-time, distance)</b>	Information not available		

<b>Main providers</b>	Public and private secondary schools, and technical secondary schools recognised by the State.
<b>Share of work-based learning provided by schools and companies</b>	Information not available
<b>Work-based learning type (workshops at schools, in-company training / apprenticeships)</b>	BTS programmes alternate; they provide both theoretical tuition, including general education (like languages), and training in a work environment (77) .
<b>Main target groups</b>	Programmes are available to young people and adults.
<b>Entry requirements for learners (qualification/education level, age)</b>	<p>To be admitted to the programme, learners require either a general or a technical secondary school leaving diploma (<i>diplôme de fin d'études secondaires classique, diplôme de fin d'études secondaires générales</i>), or a technician diploma (<i>diplôme de technicien, DT</i>) complemented by optional preparatory modules.</p> <p>Entry through validation of non-formal and informal learning is also possible.</p>
<b>Assessment of learning outcomes</b>	<p>The BTS programme is organised in modules spread over four semesters. Each module (including internships) has between 5 and 20 ECTS credits and can be composed of different courses with at least one ECTS credit.</p> <p>Attendance at courses, practical training courses and any other pedagogical activities organised as part of the training are compulsory.</p> <p>Each course is subject to knowledge assessment that results in a grade. The score is either the result of a continuous assessment carried out during the 6-month period, or of a final examination carried out exclusively during an examination session, or by these two assessment modes combined.</p>
<b>Diplomas/certificates provided</b>	Graduates receive the higher technician certificate ( <i>Brevet de technicien supérieur, BTS</i> )
<b>Examples of qualifications</b>	Nurse, paediatric nurse, person responsible for exploitation of automated installations, game artist, character designer
<b>Progression opportunities for learners after graduation</b>	<p>Generally, graduation from the higher technician programme does not provide progression possibilities to any other programme. However, some bachelor's degrees offered at Luxembourg University may be accessible (bachelor in accounting and taxation, bachelor in 3D animation).</p> <ul style="list-style-type: none"> <li>• Labour Market</li> <li>• Bachelor</li> </ul>
<b>Destination of graduates</b>	Information not available

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**Awards through  
validation of prior  
learning**

Validation of prior learning (VAE) is a process which enables professional and non-professional experience to be recognised with a view to accessing Higher technician certificate programmes (78). Candidates may possibly be partially exempted from taking certain courses, but they have to acquire at least 30 ECTS credits by attending courses from the relevant programme.

Individuals who have at least 3 years (5 000 hours) of paid, unpaid or voluntary work (whether continuous or not) directly related to the requested qualification may apply for validation of prior learning.

In order to identify the diploma matching his/her experience, the applicant is advised to consult the list and obtain information from the relevant secondary schools. Some BTS qualifications are not yet accessible through VAE given that at least one cohort of students must have completed a full cycle of training before the corresponding procedure can be implemented.

The validation application and registration application should be sent to the Head of the corresponding secondary school. The validation application is accompanied by a portfolio which must set out, with reference to the diploma sought, the knowledge, abilities and skills that the applicant has gained through experience.

Based on the proposal of the secondary school management, the ministry appoints an ad hoc committee for each training programme.

This committee assesses the validation request and the portfolio and interviews the applicant. It may request a placement into a professional situation (whether real-life or simulated). While deliberating, it assesses the knowledge acquired through experience with regard to the curriculum of the desired diploma.

The commission decides on the validation of the acquired skills as well as the extent of this validation.

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<b>General education subjects</b>	Depends on the programme
<b>Key competences</b>	Depends on the programme
<b>Application of learning outcomes approach</b>	Information not available
<b>Share of learners in this programme type compared with the total number of VET learners</b>	Information not available

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[76] Ministry of Higher Education [Flyer on BTS 2023/24](#)

[77] [www.bts.lu](http://www.bts.lu)





[78] [Law of 21 July 2023 concerning the organization of higher education and making amendments](#): 1) To the Labour Code; 2) To the amended Law of 28 October 2016 relating to the recognition of professional qualifications; 3) To the amended Law of 27 June 2018 concerning the organization of the University of Luxembourg; 4) To the Law of 31 July



2020 on the organization of specialized medical studies at the University of Luxembourg.

EQF 6
Professional bachelor programmes, 3 years ISCED 655

## Professional bachelor programmes leading to EQF level 6, ISCED 655.

EQF level	6	ISCED-P 2011 level	655
Usual entry grade	16-17 Counting of grades starts from age four when children enter pre-school, which is the first grade.	Usual completion grade	19-20 Counting of grades starts from age four when children enter pre-school, which is the first grade.
Usual entry age	19-20	Usual completion age	21-22
Length of a programme (years)	3		
Is it part of compulsory education and training?		Is it part of formal education and training system?	
Is it initial VET?	Not applicable	Is it continuing VET?	Information not available
Is it offered free of charge?	 EUR 400 per semester for the first year  EUR 200 per semester for the second and third years	Is it available for adults?	
ECVET or other credits	180 to 240 credits		
Learning forms (e.g. dual, part-time, distance)	<ul style="list-style-type: none"> <li>• academic teaching</li> <li>• applied courses</li> <li>• internship and/or case studies</li> <li>• mobility abroad</li> </ul>		
Main providers	Mainly University of Luxembourg		

<b>Share of work-based learning provided by schools and companies</b>	Information not available
<b>Work-based learning type (workshops at schools, in-company training / apprenticeships)</b>	<ul style="list-style-type: none"> <li>• practical training at University</li> <li>• in-company practice</li> <li>• case studies</li> </ul>
<b>Main target groups</b>	Programmes are available for young people and adults.
<b>Entry requirements for learners (qualification/education level, age)</b>	Bachelor programmes are accessible to holders of a general or technical secondary leaving diploma or a technician diploma (DT) in the field of study (complemented with optional preparatory modules) or a higher technician certificate (BTS).
<b>Assessment of learning outcomes</b>	Information not available
<b>Diplomas/certificates provided</b>	Graduates receive a bachelor's degree. Qualifications awarded do not indicate the programme's orientation
<b>Examples of qualifications</b>	Information not available
<b>Progression opportunities for learners after graduation</b>	Progression to master programme is possible.
<b>Destination of graduates</b>	Information not available

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**Awards through  
validation of prior  
learning**

Validation of prior learning (VAE) is a process which enables professional and non-professional experience to be recognised with a view to accessing the different levels of university studies to obtain a bachelor degree (3 years of higher education) or a master degree (5 years of higher education).

Individuals who have at least 3 years (5 000 hours) of paid, unpaid or voluntary work (whether continuous or not) directly related to the requested qualification may apply for validation of prior learning.

At university level, [validation of prior learning](#) allows formal, non-formal and informal education and experience to be recognised with a view to accessing bachelor or master university studies and possibly to be partially exempted from taking certain courses. Validation of prior learning does not constitute official recognition of a diploma, nor can the University of Luxembourg award any diploma solely on the basis of validation of non-formal and informal learning. To obtain a diploma of the University, students must acquire at least 60 ECTS credits by attending courses offered at the University of Luxembourg.

The request for validation (consisting of a portfolio) is assessed in relation to the access conditions, the specific requirements of the study programme, and learning outcomes. This assessment is based on the level descriptors as defined in the [Luxembourg Qualifications Framework](#), the specific requirements for access to the programme of studies, and the plan of modules and the offer of courses included in the programme. [Applications are assessed](#) by the teaching staff and competent professionals in the field concerned. In addition to documentary evidence, the assessment may include an interview, a task, or a test.

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**General education  
subjects**

Information not available

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**Key competences**

Information not available

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**Application of learning  
outcomes approach**

Information not available

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**Share of learners in  
this programme type  
compared with the  
total number of VET  
learners**

Information not available

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EQF 7



Professional master

programme,

2 years

ISCED 757

## Professional master programme leading to EQF level 7, ISCED 757

EQF level	7	ISCED-P 2011 level	747-757
Usual entry grade	19-20 Counting of grades starts from age four when children enter pre-school, which is the first grade.	Usual completion grade	20-21 Counting of grades starts from age four when children enter pre-school, which is the first grade.
Usual entry age	21	Usual completion age	23
Length of a programme (years)	2		
Is it part of compulsory education and training?		Is it part of formal education and training system?	Information not available
Is it initial VET?	Not applicable	Is it continuing VET?	Information not available
Is it offered free of charge?	Information not available	Is it available for adults?	
ECVET or other credits	60 to 120 credits		
Learning forms (e.g. dual, part-time, distance)	Information not available		
Main providers	Mainly University of Luxembourg		
Share of work-based learning provided by schools and companies	Information not available		

<b>Work-based learning type (workshops at schools, in-company training / apprenticeships)</b>	Internship in company/administration
<b>Main target groups</b>	Programmes are available for young people and adults.
<b>Entry requirements for learners (qualification/education level, age)</b>	Learners need to hold a bachelor's degree to enter the master programme.
<b>Assessment of learning outcomes</b>	Information not available
<b>Diplomas/certificates provided</b>	<p>Graduates receive a master's degree (<i>Master</i>).</p> <p>Qualifications awarded do not indicate the programme's orientation</p>
<b>Examples of qualifications</b>	Information not available
<b>Progression opportunities for learners after graduation</b>	Graduates holding a master's degree can progress to academic PhD programmes.
<b>Destination of graduates</b>	Information not available

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**Awards through  
validation of prior  
learning**

Validation of prior learning (VAE) is a process which enables professional and non-professional experience to be recognised with a view to accessing the different levels of university studies, to obtain a bachelor's degree (3 years of higher education) or a master's degree (5 years of higher education) and possibly to be partially exempted from taking certain courses .

Individuals who have at least 3 years (5 000 hours) of paid, unpaid or voluntary work (whether continuous or not) directly related to the requested qualification may apply for validation of prior learning.

At university level, validation of prior learning allows formal, non-formal and informal education and experience to be recognised with a view to accessing various bachelor or master university studies, and the possibly to be partially exempted from taking certain courses (79) .Validation of prior learning does not constitute official recognition of a diploma, nor can the University of Luxembourg award any diploma solely on the basis of validation of non-formal and informal learning. To obtain a diploma of the University, students must acquire at least 60 ECTS credits by attending courses offered at the University of Luxembourg.

The request for validation (consisting of a portfolio) is assessed in relation to the access conditions, the specific requirements of the study programme, and learning outcomes. This assessment is based on the level descriptors as defined in the [Luxembourg Qualifications Framework](#), the specific requirements for access to the programme of studies, and the plan of modules and the offer of courses included in the programme. Applications are assessed by the teaching staff and competent professionals in the field concerned. In addition to documentary evidence, the assessment may include an interview, a task, or a test.

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<b>General education subjects</b>	Information not available
<b>Key competences</b>	Information not available
<b>Application of learning outcomes approach</b>	Information not available
<b>Share of learners in this programme type compared with the total number of VET learners</b>	Information not available

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[79] [https://www.en.uni.lu/students/application\\_for\\_admission/recognition\\_of\\_prior\\_experience](https://www.en.uni.lu/students/application_for_admission/recognition_of_prior_experience)

[80] <http://www.lifelong-learning.lu/Detail/Article/Diplomes/pour-les-diplomes-universitaires---bachelor-et-master/en> and <http://data.legilux.public.lu/eli/etat/leg/loi/2018/06/27/a587/jo>





EQF 5

Master craftsperson


programmes


ISCED 453

## Master craftsperson programmes leading to EQF 5 and ISCED 453 - Brevet de maîtrise

<b>EQF level</b>	5	<b>ISCED-P 2011 level</b>	453
<b>Usual entry grade</b>	Applicants must hold one of the following qualifications: <ul style="list-style-type: none"> <li>• vocational aptitude diploma (<i>Diplôme d'aptitude professionnelle</i>, DAP)</li> <li>• technician diploma (<i>Diplôme de Technicien</i>, DT)</li> <li>• technical secondary school leaving diploma (<i>Diplôme de fin d'études secondaires générales</i>, DFESG)</li> <li>• general secondary school leaving diploma (<i>Diplôme de fin d'études secondaires classiques</i>, DFESC)</li> <li>• any other post-secondary qualification (higher technician certificate (<i>Brevet de technicien supérieur</i>, BTS), bachelor, master)</li> <li>• a foreign diploma or certificate recognised by the Ministry of Education, Children and Youth</li> </ul>	<b>Usual completion grade</b>	Not applicable
<b>Usual entry age</b>	18+	<b>Usual completion age</b>	Not applicable
<b>Length of a programme (years)</b>	The training usually lasts 3 years, but the maximum time allowed to pass all the modules is set at 6 years. Classes are usually held on weekday evenings and weekends.		
<b>Is it part of compulsory education and training?</b>		<b>Is it part of formal education and training system?</b>	
<b>Is it initial VET?</b>		<b>Is it continuing VET?</b>	



<b>Is it offered free of charge?</b>	<p>The registration fee for preparatory courses is EUR 600 per year of registration.</p> <p>The registration fee for exams is EUR 300 per exam session.</p>	<b>Is it available for adults?</b>	
<b>ECVET or other credits</b>	Information not available		
<b>Learning forms (e.g. dual, part-time, distance)</b>	Courses are organised in the evenings on weekdays and weekends. They are held either at the training centre of the Chamber of Skilled Trades and Crafts, or in secondary schools, or in the National Centre for Continuing Vocational Training (CNFPC).		
<b>Main providers</b>	Programmes are organised by the Chamber of Skilled Trades and Crafts		
<b>Share of work-based learning provided by schools and companies</b>	Information not available		
<b>Work-based learning type (workshops at schools, in-company training / apprenticeships)</b>	<p>The courses in professional theory are specific to each trade. They consist, in principle, of three to four different modules.</p> <p>The Chamber of Skilled Trades and Crafts proposes the modules that the candidate must follow for the current year.</p> <p>There is a list with the trades for which preparatory courses are offered.</p> <p>In some trades, complementary courses, compulsory and subject to fees, have to be followed.</p>		
<b>Main target groups</b>	The Master craftsman programmes are aimed at adults who wish to set up and run their own craft business or who would like a managerial role in a craft, manufacturing or commercial business.		
<b>Entry requirements for learners (qualification/education level, age)</b>	To access these programmes, learners are required to have completed at least EQF level 3 in any trade or occupation. Learners should have at least 1 year of work experience to be able to take the final exam.		
<b>Assessment of learning outcomes</b>	<p>The master craftsman programmes are organised in modules and the candidates are free to adapt their training to their own pace. When registering, they choose the modules they would like to follow during the school year.</p> <p>As the maximum duration to finalise the master craftsman programmes is 6 years, the Chamber of Skilled Trades and Crafts proposes course planning that allows regular progression, while preserving a safety margin.</p> <p>Learners should also have at least 1 year of work experience to be able to take the final exam.</p>		
<b>Diplomas/certificates provided</b>	Graduates receive the master craftsman qualification.		

<b>Examples of qualifications</b>	Graduates can become established in the craft industry as self-employed and to train apprentices. The qualification confers the title of master craftsperson in the particular trade.
<b>Progression opportunities for learners after graduation</b>	The master craftsperson qualification does not give any access right for higher education; progression opportunities depend on the certificate gained at secondary level.
<b>Destination of graduates</b>	Information not available
<b>Awards through validation of prior learning</b>	 <p>Validation of prior learning (VAE) is a process which enables professional and non-professional experience to be recognised with a view to obtaining all or part of Master craftsperson qualification (<i>Brevet de maîtrise</i>).</p> <p>Individuals who have at least 3 years (5 000 hours) of paid, unpaid or voluntary work (whether continuous or not) directly related to the requested qualification may request certification from the Ministry of Education. <a href="#">The 2008 legislation</a> reforming VET and <a href="#">the Regulation of 2010</a> define and stipulate the procedure for the validation of prior learning to obtain all or part of a technical secondary leaving diploma, a VET diploma or certificate (technician diploma (DT), vocational aptitude diploma (DAP) and vocational capacity certificate (CCP)) or a master craftsmanship. Validation of prior learning is a two-step procedure that recognises the value of formal, non-formal and informal education and experience (professional and non-professional). As a first step, the application must be declared eligible. Next, the applicant must file a validation request which is submitted for analysis and decision to a validation commission. Throughout the validation procedure, candidates must prove their knowledge, competences, and skills in line with the curricula of the relevant qualification. Only qualifications for which an entire programme cycle has been completed by at least one cohort of graduates can be validated via the VAE procedure.</p> <p><a href="#">The Regulation of 2017</a> specifies that, during validation of prior learning, the Ministry of Education offers support to candidates through either collective workshop or personalised interviews with a coach nominated by the Minister. If all conditions are met, the procedure leads to a certificate or diploma, or to a part thereof (to be completed within 3 years of the validation).</p>
<b>General education subjects</b>	<p>Module A -&gt; Law</p> <p>Module B -&gt; Quantitative management techniques</p> <p>Module C -&gt; Management techniques</p> <p>Module D -&gt; Business creation</p> <p>Module E -&gt; Applied pedagogy</p>

<b>Key competences</b>	<p>The preparatory courses for the master craftsperson programmes are organised in the following fields:</p> <ul style="list-style-type: none"> <li>• business organisation and management, and applied pedagogy;</li> <li>• professional theory and practice.</li> </ul>
<b>Application of learning outcomes approach</b>	Information not available
<b>Share of learners in this programme type compared with the total number of VET learners</b>	<p>Number of candidates (71):</p> <p>Spring Session 2022</p> <p>402 candidates in management</p> <p>363 candidates in professional theory (29 trades)</p> <p>135 candidates in professional practice (25 trades)</p> <p>Autumn session 2022:</p> <p>62 candidates in management</p> <p>72 candidates in professional theory (16 trades)</p>

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## References

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- [12] Registrations beginning of the school year (excluding adult apprentices) in public secondary schools and private secondary schools applying the national programmes
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- [53] [https://www.en.uni.lu/students/application\\_for\\_admission/recognition\\_of\\_prior\\_experience](https://www.en.uni.lu/students/application_for_admission/recognition_of_prior_experience)
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- [57] [Regulation of 31 October 2012](#) laying down the terms and conditions of aid and premiums to promote apprenticeships.
- [59] MENJE (2012 ) [Opening of the House of Guidance](#) and CSL (2017) Law of 22 June 2017 for the purpose of creating the House of Guidance
- [60] Service de l'intégration et de l'accueil scolaires
- [61] Agence pour la transition vers une vie autonome
- [62] Service de la Formation des adultes